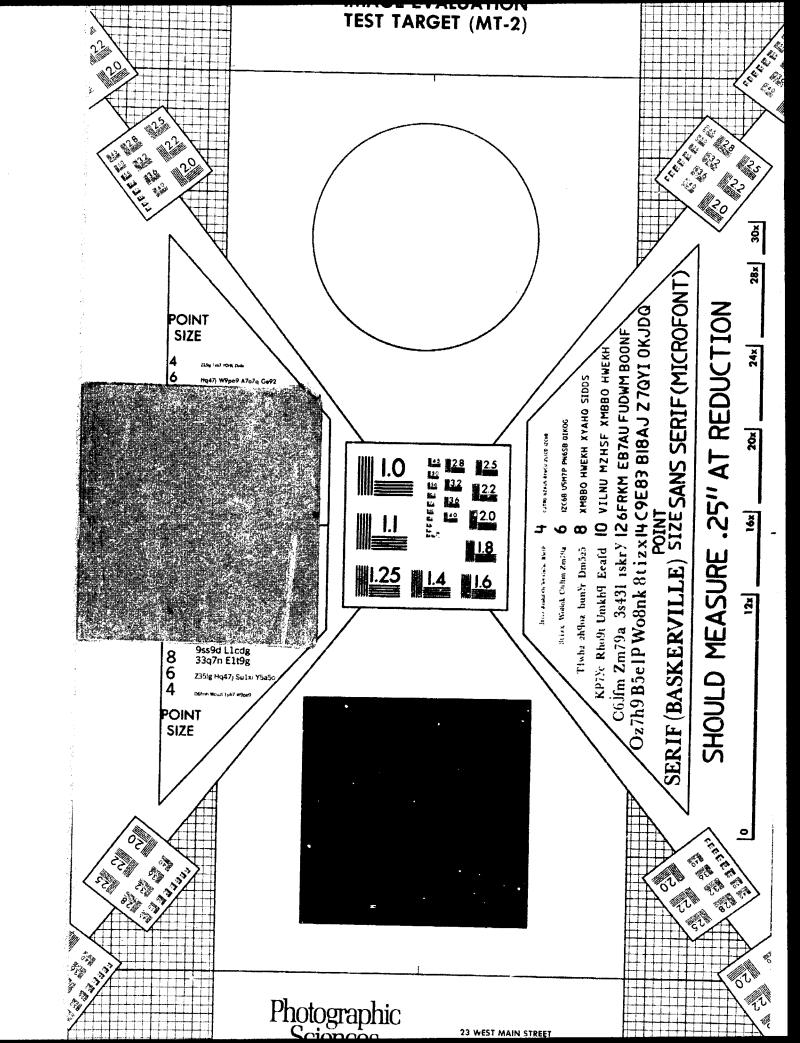
CIA/DDC	D-HOUSE COMMITTEE ON ASSASSINATIONS RECORDS	
	(RECORD NAME)  REEL NO. 58	
	ENDS. WITH KENT, WILLIAM M.	_
•	FILE CUSTODIAN //	
	DATE 26 AUG. 1980 FILIVIED 26 AUG. 1980	

SECRET



451 09



Date: 6 Dec. 1951

10: Chief, Covert Personnel Division

Your Reference: L-2960

FROM: Chief, Security Division

Case Number: 57514

SUBJECT: KENT, William Morris

1. This is to advise you of security action in the subject case as indicated below:

Security approval is granted the subject person for access to classified information.

Provisional clearance for full duty with CIA is granted under the provisions of Paragraph D of Regulation 10-9 which provides for a temporary appointment pending completion of full security investigation.

The Director of Central Intelligence has granted a provisional clearance for full duty with CIA under the provisions of Paragraph H of Regulation 1C-9.

2. Unless the subject person enters on auty within 60 days from the above date, this Caproval becomes invalid.

3. Subject is to be polygraphed as part of the EOD procedures.

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SEGNETIAL

FORM NO. 38-101

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# SECRET SECRET

TO: : Chief, Communications

DATE: 11 Ja. 1952

FROM: : Chief, Security Division

SUBJECT: KEET, William Morris

In reply to your memorandum this is to advise that Subject meets the current requirements for cryptographic clearance and is approved for such duties as of this date.

CUBINITY BROADLY

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#### SECURITY INFORMATION

TO : Chief, Personnel Division (Covert)

ATTENTION: Transactions and Records Branch

: Chief. Special Security Division

SUBJECT : (Pseudo)

FROM

1. Reference is made to your memorandum, dated li May 1952, in which a covert security clearance was requested to enable the MH Division to utilize the Subject's services as an Intelligence Officer (Staff Agent), in Reference memorandum indicated that Subject will be used

- 2. In accordance with the provisions set forth in the Director's Memorandum of li February 1949, entitled "Security and Operational Clearances", a covert security clearance is granted for the covert use of the Subject as described in your request as set forth in Paragraph 1 above.
- 3. The Subject is not to represent himself as, nor is he to be represented as, an employee of CIA.
- it. Your attention is called to the fact that a covert security clearance does not constitute complete compliance with the provisions of CIA Regulation 10-9. Therefore, if you should desire at a later date to change the status or use of this individual, a request for clearance to cover any proposed change should be submitted to this office.
- 5. This clearance becomes invalid in the event the Subject's services are not utilized within 60 days of the date of this memorandum.

FOR THE SECURITY OFFICER, CIA

ROBERT H. CUNNINGHAM O

### CONFIDENTIAL

SECURITY INFORMATION

#### SECURITY APPROVAL

Date: 21 September 1955

TO: Chief, Records & Services Division

Your Reference:

C-1932 WH

Personnel Office

Case Number:

57514

FROM: Chief/Security Division

Personnel SUBJECT: KENT, William Morris

1. This is to advise you of security action in the subject case as indicated below:

Security approval is granted the subject person for access to classified information.

Provisional clearance for full duty with CIA is granted under the provisions of Paragraph D of Regulation 10-9 which provides for a temporary appointment pending completion of full security investigation.

The Director of Central Intelligence has granted a provisional clearance for full duty with CIA under the provisions of paragraph H of Regulation 10-9

2. Unless the subject person enters on duty within 60 days from the above date, this approval becomes invalid.

3. Subject is to be polygraphed as part of B/D procedures.

Ermal P. Geiss

## CONFIDENTIAL SECURITY INFORMATION SECURITY APPROVAL

Date: 2 October 1956

TO: Chief, Records & Services Division

Your Reference: C-6163 WH

FROM: Chief, Security Division

Case Number: 57514

SUBJECT: Personnel KENT, William Morris

 This is to advise you of security action in the subject case as indicated below:

Security approval is granted the subject person for access to classified information.

Provisional clearance for full duty with CIA is granted under the provision's of Paragraph D of Regulation 10-9 which provides for a temporary appointment pending completion of full security investigation.

The Director of Central Intelligence has granted a provisional clearance for full duty with CIA under the provisions of paragraph H of Regulation 10-9.

2. Unless the subject person enters on duty within 60 days from the above date, this approval becomes invalid.

3.

Ja Karp advised 10/5/18

W. M. Knott

CONFIDENTIAL
(When Filled In)

		STAFF AG	ENT CLEARA	NCE			
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# CONFIDENTIAL (When Filled In)

### SECURITY APPROVAL

PATE: 11 February 1970  YOUR REFERENCE: Request #73407 DDP/WH  CASE NO.: 57514  TO: Director of Personnel  ATTN: SA Branch/CPD  SUBJECT: KENT, William Morris  1. This is to inform you that Subject has been approved for the appointment specified in your request under the provisions Headquarters Regulations 10-3 and 20-5 including access to classified information through TOP SECRET as required in the performance of duties.  3. Unless arrangements are made for entrance on duty within 15 this approval becomes invalid.  4. As part of the entrance on duty processing:  A personal interview in the Office of Security in the	of
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FORM 45 OBSOLETE PREVIOUS 9-73

CLASSIFICATION

E2, IMPDET CL BY 007327

(4)

### COMMENTS OF REVIEWING OFFICIAL (contd) William M. Kent

Clandestine Service, one of my prime responsibilities is to try to reestablish the integrity of the current letter evaluations used in fitness reports and one of the first places for me to start is in my own Staff.

With that said, I do wish to underscore the fact that Mr. Kent is a responsible and responsive professional who knows what he has to do, does it with a minimum of fuss, writes clearly and to the point, is dedicated and in my judgment fully warrants an overall evaluation of strong. The above comments will be shown to the rater as well as the ratee.

SECRET

SECTION D Narrative Comments (Continued)

languages (Spanish and Italian), and his admirable command of English prose which enables him to write crisp operational communications with speed and precision, all aid him in carrying out his responsibilities in a superior manner.

Subject does not become a victim of routine. In addition to developing the effective referrals system noted above, he has also on his own initiative created our own "skills bank" in which we are able to locate suitable NOC candidates, and those on board, in terms of needed professional or area experience, rare and esoteric language skills, etc. to the point that we can supply "leads" to divisions in a matter of minutes. (Several hundred NOC applicants and on-board personnel have thus been listed by skills bank criteria.)

Subject constantly seeks to make the NOC Branch a more meaningful and useful management tool. I find him a thoughtful and canny colleague, careful to observe in full the regulatory limits of our activity but quick to perceive opportunities to support and assist the divisions within those limits. He is a firm, fair, no-nonsense supervisor of Branch personnel. He speaks his mind, honestly but tactfully, when differences occur between him and me. It is my conviction that he is ready to enter into the upper reaches of staff and supervisory echelons of the Directorate and has by now proven that he is as adept at staff responsibilities as he was previously impressive in his field and desk operational responsibilities. In short, a comer and a cherished colleague.

tio , singer

In February 1976 modellowing the emergency hospitalization and retirement of my deputy, Subject became my new deputy, a position he has filled since that time in addition to performing most of the assignments he had been tasked with earlier. His undiminished energy and enthusiasm for his work is a hall-mark of his performance since that time. Subject has, on his own initiative, developed our referrals system (finding new NOC applicants and those on board for filling specific area priority needs) to a point where it is serving the entire Directorate with distinction and precision, especially in the "crisis" areas of NOC needs, such as Africa and Near East Divisions. Thanks to his creation of an orchestrated system of finding and "shopping" new-hire applicants with rare skills, we have also begun to serve the newly-created Clandestine Corps program with dozens of such applicants, in addition to serving normal area division NOC needs.

As a Branch supervisor, Subject deals with the entire spectrum of Branch activity in my absence with sureness and confidence. His broad operational background abroad, his near-native ability in two

			/continued/
SECTION E	CER	TIFICATION AND C	COMMENTS
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COMMENTS OF REVIEWING OF	PICIAL		
narrative commer performance has officer capable of performance "is others doing simi grounds there is	nts but do che been strong gr assuming gr so exceptions lar work as the oother office dly, as Chief	allenge the letter and he has amply ceater responsib- al to requirement to warrant special ter serving as De	thus my comments must be restricted. I have no basic disagreement with the er evaluations. While Mr. Kent's ly demonstrated he is a GS-15 level bilities, I cannot concur that his nots of the work and in comparison of cial recognition. On purely technical DC/CMS/NOC and thus the comparison gement Staff and administrator of the (contd)
		and of ALVIENING OFFICE	TITLE OF PRINTED STONATORE
26 January 1977	Chief,	The second secon	Robert D. Brown, Jr.
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en engle	No constant	CLASSIFICATIO	ON

SPECIFIC DUTY NO. 6

RATIN
LETTER

### OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, canduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the latter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER

FORM 45 OPSOLETE PREVIOUS 9.73

CLASSIFICATION

E2, IMPDET CL BY 00 73 2 7

18 May 1977

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Mr. William M. Kent, Period: 1 January - 20 May 1977

- 1. As I depart from the assignment as Chief, Nonofficial Cover Branch, Career Management Staff, I should
  like to make a final comment on the performance of Mr. Kent
  who has served with me during the entire period of my
  assignment and who, since March 1976, has been my deputy.
  More specifically, the period since 1 January 1977 has been
  a trying one for this component and has culminated with its
  sudden transfer from one component (CMS) to another (ADDO/D).
- 2. During this most recent period, Mr. Kent has demonstrated his capacity for growth and leadership. He has himself handled virtually all of the transition aspects for the Branch, involving briefings and counsel for his new overall chief (the ADDO/D) and for his new branch chief. He has served in the past 30 days substantially as acting branch chief, given my fairly lengthy TDY absence abroad during that period. I can only reiterate my judgment in the last fitness report that Kent is a senior and mature supervisory of making measured judgments and decisions. His continuity in all aspects of nonofficial cover and its ramifications makes him a valued and valuable staff officer. I would say his future contribution lies in the entire area of managing and guiding Directorate personnel. I have noted the clear progress he has made in the past year in taking supervisory decisions involving personnel, firmly and crisply.
- 3. Given his impressive field and Headquarters experience, Kent should be given an opportunity to display his worth in future Directorate assignments involving discretion, professionalism and maturity. I give him an unquestioned "Strong" for this final period he has served with me.

Chief Nonofficial Cover Branch

SECRET

SECTION E	CERTI	FICATION AND CO	MMENTS	
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months employee has been under my supervision	IF THIS REPOR	T has not been shown	TO EMPLOYES, GIVE EXPLA	NATION
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I am in basic agreement Unfortunately, due to t	he physica	se comments an	d with the overall	rating of Strong.
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than willing to accept C	to be mean	C's evaluation o	f Mr. Kent. In n	ly own dealings with
Kent, I have found him player. I am also away within CMS/NOC which	re of certa	in innovations	ed, articulate and	an excellent team
within CMS/NOC which	have heno	fically contribut	eveloped by him a	and implemented
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A good, solid officer w	ith addition	nal growth poten	tial. Kalenda	703
31 Way //	Chief, (		Robert D.	Brewn
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NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for

suggestions made for improvement or work performance. Give recommendations for training. Comment on foreign language competence, if required for current position, Amplify or explain ratings given in Section C to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost cost cost cost of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D. ordach a separate sheet of paper.

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-Marginal  Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section-Proficient  Performance is assigned.	n D and remed	lial action
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EZ, IMPDET CL BY 007327

rithess Report for: Kent, William M.

Section D (continued)

healthy skepticism enables him to contribute materially to the smooth, still on-going, transition from the old to the new way. In this context he has made invaluable suggestions on how we shall proceed in order to improve the operational efficacy of a NOC officer, as well as to ease the burdens imposed on the private life of a NOC officer.

- 3. Worthy of special note is the systematic and orderly fashion in which he tackled each new problem. These attributes resulted in his solving many of the thorny personnel problems which have confronted us of late. Mr. Kent's industriousness -- on the average he spends 10 hours a day in the office -- together with his legendary meticulousness have enabled him to set up an effective referral system through which we control the flow-through of both traditional and new NOC officers -- a most difficult and at times frustrating task.
- 4. As a deputy and acting branch chief he has been a firm and stern supervisor who exacts precision and perfection from his subordinates. The firmness and sterness, however, are tempered by a judicious application of human understanding or compassion in cases of "hard-to-place" NOC officers. His both the officer and the operational component involved was
- 5. In sum, Mr. Kent has been a most effective deputy. As noted above, he has many outstanding traits and his overall performance has been a solid strong.

CONFIDENTIA

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are significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section C to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet of paper. 1. Having been appointed to my present position on 23 May 1977, this report covers seven months. In this time I have learned to appreciate Mr. Kent's excellent performance in supporting and guiding the mission of this branch. Considering the outstanding evaluation he received from my predecessor, it must have been a great disappointment to Mr. Kent that he was not advanced to become branch chief. I make this observation because Mr. Kent has never demonstrated his obvious disappointment to me. On the contrary, from the first moment he has shown extraordinary and enthusiastic willingness in providing the needed continuity to run this branch which controls the career progression of the NOC officer complement consisting of between officers at any given time. No doubt the reader is aware of the intricate, complicated and at times confusing bureaucratic machinery which governs the NOC officer program. Mr. Kent has done a superb job in helping me understand and cope with this maze. 2. With the creation of the Office of External Development and concomitant issuance of new, precise and explicit regulations we now hope to streamline and simplify this bureaucratic machinery. Mr. Kent's knowledge of past practices coupled with his eagerness and at times SECTION E CERTIFICATION AND COMMENTS T. BY SUPERVISOR MONTHS EMPLOYEE HAS BEEN UNDER MY GUPERVISION REPORT HAS MES STEM SHOWN TO EMPLOYES, GIVE EXPLANATION 7 DATE OFFICIAL TITLE OF SUPERVISOR 28 December 1977 Chief, OED/NOC Staff 2. BY EMPLOYEE STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE 28 Dec. 1977 MAYR ATYACHED NAVE NOT ATTACHED 3. BY REVIEWING OFFICIAL COMMENTS OF REVIEWING OFFICIAL I have not had the opportunity to observe Mr. Kent's performance as closely as the rating officer. However, the rater's comments strike me as being eminently fair and accurate. Mr. Kent has certainly performed well and his thorough and accurate presentations have indeed been impressive. Despite my somewhat limited association with Mr. Kent, but having full confidence in the rating officer's judgment, I have no hesitation in concurring in the overall rating of Strong. DATE OFFICIAL TITLE OF REVIEWING OFFICIAL 29 December 1977 Chief, OED Walter L. O'Brien 4. BY EMPLOYEE I CERTIFY THAT I HAVE BEEN THE ENTRIES IN ALL BECTIONS OF THIS REPORT. DATE

3Ja

CLASSIFICATION

Sec. le - l'Idne l' Possport

See. 13. - Obtained diploma from Pittsburg H.S. while in the Army through series of examinations given by the School

Sec. 14. Draft Classification: 4A (Draft-exempt at present)
Duties in 25th Mecz. Cav. Ken. Trp.: Military Kolicemon
and voice radio operator M.P. Radio station.
Received special M.P. training immediately after
assignment to 25th Mecz. Cav. Ren. Trp.

Sec. 20 - Names in this section are of neighbors. I personally do not know these people except by sight. They do however know my parents a little better.

Sec. 21. d\_ Credit references given in this section are of my father.

As I have no charge accounts nor am I in business
I have no credit references in the U.S.

Sec. 23 - While living in Italy twikled with parents to: Germany, France, Belgium, Luxem bourg, Switzerland, Austria.

While employed in El Salvador: visited Guatemala April 1951-10 days

On way home (driving) from El Salvador Traveled through Guatemala, Mexico.

Sec. 18-19 - The following persons are persons who know me intimately as we lived in the same boarding house in El Salvador. They are all with the American Embassy in san salvador with the exception of Sqt. Knebil:

Mr. Tames Ni Leaken, Also: Mrs. & Mrs. Robert Pittman Tobocolera Morazan Miss Johanna C. Gaffing, San Salvador, El Salvador Sqt. Irwin Ast, U.S. M.C. Mr. William Wheland Sqt. Wilmer Kriebel, U.S. A. U.S. Embassy San Salvador, El Salvador (Auer Plasse)

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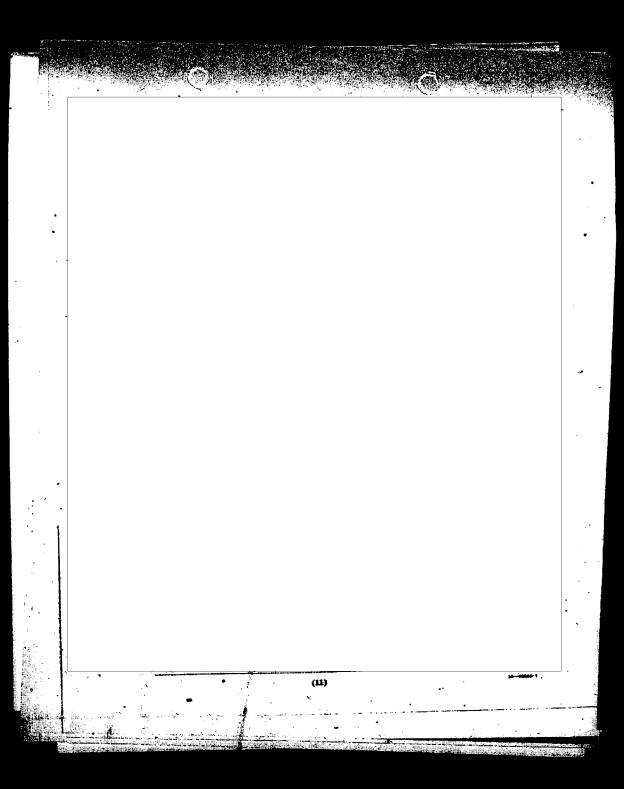
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C. HAVE YOU EVER BEEN IN, OR PETITIONED FOR BANKBUFTCY!
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D. GIVE THREE CREDIT REFERENCES IN THE U.S.

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   SEC. 23. RESIDENCE OR TRAVEL OUTSIDE OF THE UNITED STATES
                                     A. FROM
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Mexico City
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                                                                                                                                                                                          San Salvador Et Salvador Employment
SEC. 21. CLUBS, SOCIETIES, AND OTHER ORGANIZATIONS
                                LIST NAMES AND ADDRESSES OF ALL CITIES SOCIETIES, PROFESSIONAL SOCIETIES PROFESSIONAL SOCIETIES PROFESSIONAL SOCIETIES OF ANY KIRLS GROUPS AND MISSIONAL SOCIETIES OF ANY KIRLS GROUPS AND ADDRESS OF ADDRESS O
                               OF, ANY ORGANIZATION HAVING HEADQUARTERS OF BEING HEADQUARTERS OF BEING BEING OR HAVE BEINGE
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                                      DATES OF MEMBERSHIP
                                                                                                                                                           1943-1944-1745
                                     DATES OF MEMBERSHIP:
                                                                                                                                                                                                                         City
                               , dates of membership: ___
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LARE YOU NOW OR HAVE YOU EVER BEEN A LICENSED OR CHETTER STREET OF ANY LAWYER, CPA, ETC.

NO. 100.

LAWYER, CPA, ETC.

NO. 100.

NO. 100 IP YES, INDICATE KIND OF LICENSE AND STATE FIRST LIC. OR CERTIFICATE (YR) LATEST LIC. OR CERTIFICATE (YR) ..... 1.144 July 1.15 P. GIVE ANY SPECIAL QUALIFICATIONS NOT COVERED ELSEWHERE IN YOUR APPLICATION (1) YOUR MORE IMPORTANT PUBLICATIONS (DO NOT SUBMIT COPIES UNLESS REQUESTED) (2) YOUR PATENTS OR INVENTIONS (3) PUBLIC SPEAKING AND PUBLIC RELATIONS EXPERIENCE (4) HONORS AND FELLOWSHIPS RECEIVED School (College) Magazine & Nowspaper: Several articles & stores; also carbons Honors at Caraduation Latin American Institute. General Excellence - Excellence Deplomatic Subjects Outstanding Service to the school sward. G. HAVE YOU A PHYSICAL HANDICAP, DISEASE, OR OTHER DISABILITY WHICH SHOULD BE CONSIDERED IN ASSIGNING YOU TO WORK? IF ANSWER IS "YES," EXPLAIN:

H. DO YOU RECEIVE AN ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY BETTREMENT ACT OR ANY PENSION OR OTHER COMPENSATION FOR MILITARY OR NAVAL SERVICE? IF ANSWER IS "YES," GIVE COMPLETE DETAILS:

SEC.	16. HAVE YOU EVER BEEN DISCHARGED OR ASKED TO RESIGN FROM ANY POSITION? HAVE YOU LEFT A POSITION UNDER CIRCUMSTANCES WHICH YOU DESIRE TO EXPLAIN? GIVE DETAILS:
٠.	H. No
	B. Resigned position in El Salvador under protest of employ
	B. Resigned position in El Salvador under protest of emplox whose desires were that Tremoined with the company
SEC.	17. GENERAL QUALIFICATIONS
	A FOREIGN LANGUAGES (STATE DEGREE OR PROFICIENCY AS "SLIGHT," "FAIR," OR "FLUENT")
	LANGUAGE Spanish Speak Fluent READ Fluent WRITE Fluent
	LANGUAGE BLOW SPEAK Fluent READ Fluent WRITE Fluent
	LANGUAGE French SPEAK Slight READ Slight WRITE Slight  B. LIST ALL SPORTS AND HOBBIES WHICH INTEREST YOU: INDICATE DEGREE OF PROFI
	LANGUAGE FRACE SPEAK Slight READ Slight WRITE Slight  B. LIST ALL SPORTS AND HOBBIES WHICH INTEREST YOU: INDICATE DEGREE OF PROFI- CIENCY IN EACH:
	Truck - High School Truck Town; Baseball Frontball (only as spectator) Stamp Collecting Working
•	_ /
	C. HAVE YOU ANY QUALIFICATIONS, AS A RESULT OF TRAINING OR EXPERIENCE, WHICH MIGHT FIT YOU FOR A PARTICULAR POSITION?
:	Same experience and travel in Latin America plus knowledge
	of Spanish would sed in work in Latin countries.
•	
- ' .	
	B. LIST ANY SPECIAL SKILLS YOU POSSESS AND MACHINES AND EQUIPMENT YOU CAN USE, SUCH AS OPERATION OF SHORT-WAYS RADIO, MULTILITIE, COMPTOMETER, ENY PUNCH, TURRET LATER, SCIENTIFIC OR PROFESSIONAL DEVICES:
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	Writing Short Stories
	Cottoning
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YOUR DUTIES M	CHARGE VILLARA	Rocker	-· -	
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REASONS FOR LEAVING

Sec.	14. ACTIVE b. S. OR	FOREIGN MILITA	ARY SERVICE		-	
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	REMARKS: 25 1	of DIV. 25	***************************************		Mile tory Caleco	÷.
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Sec.	FOR ALL PERIODS OF UNEMPLOYME PERIODS OF UNE ployment by a foreign	HISTORY OF EM INCLUDE CAS INT. GIVE ADD MPLOYMENT. I government, regain	PLOYMENT FO UAL EMPLOYMI RESSES AND S' JIST LAST POSIT dless of dates.)	R PAST 15 ENT. INCL TATE WHA' TION FIRST.	YEARS. ACCOUNT UDE ALSO PERIODS YOU DID DURING (List all civilian em-	<i>)</i> ••
	rrom Aug. 1920	то <i>Типа :175</i>	CLASSIFIC (IF IN FEI	ATION GRAD	CE) NA	
		OR AGENCY <i>Alma</i>	icen y Librari	a El Sig		
	ADDRESS	St. and Number: (C	n Salvadur	<u>,</u> . £	Salvedor	
	KIND OF BUSINESS		NAME OF SUPE	RVISOR Edg.	er Scheening	
	TITLE OF JOB Ma	-	SALARY \$	200	PER Month	
	YOUR DUTIES	ertisins, Publ	with, Store on	ed Wind	ew Displays	
	Wholesale	Shipments,	Supervision	n of s	mplaxees	
		materials			·	_
	REASONS FOR LEAV	ving No fut	ure with to	Le Camp	in)	
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	EMPLOYING FIRM O	RAGENCY COP	nmercial	National	Bank of NY	
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Marie e	J		great at March	Carlo Santa		and distances in

	A. KIND OF POSITION APPLIED FOR
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. •	B. WHAT IS THE LOWEST ANNUAL ENTRANCE SALARY YOU WILL ACCEPT: \$
	C. IF YOU ARE WILLING TO TRAVEL, SPECIFY: OCCASIONALLY
	PREQUENTLY CONSTANTLY
	D. CHECK IF YOU WILL ACCEPT APPOINTMENT, IF OFFERED: IN WASHINGTON, D. C.
	ANYWHERE IN THE UNITED STATESQUTSIDE THE UNITED STATES
•	E. IF YOU WILL ACCEPT APPOINTMENT IN CERTAIN LOCATIONS ONLY, SPECIFY LOCATIONS:
<del></del>	
3 <b>2</b> C. 1	Elementary School, Leonardo de Vinci Milan Italy 1735 to 1938  Elementary School St. Joseph Address Brank, N. Y.C. N. Y. U.S.A. (Country)
	DATES ATTENDED 1910-1944 GRADUATE: Yes
	HIGH SCHOOL Fordham Krephrathers ADDRESS NY. C. N.Y. U.S. A.
	DATES ATTENDED 1724 1776 GRADUATE: No
	Migh School Hisberg Exening H.S. ADDRESS (Hoberg Collet Wash)
	MAJOR AND SPECIALTY YHARS COMPLETED
	PATES ATTENDED 1744 PEGREE CARAVARD
	COLLEGE LATER HOMERICAN INSTITUTE ADDRESS N. Y.C. IV.Y. U.S. H.
	MAJOR AND SPECIALTY PRINCH: Liplanth Subject EARS COMPLETED 2
	DATES ATTENDED 1948-1950 DEGREE Syland Porry Service Office
•	CHIEF UNDERGRADUATE COLLEGE SUBJECTS ECONOMICS; Comm'/ Low, Int' Comm'/ Low
·	Kulle Belakgus; Homerican, European & Budannite History: Hest. Dockher ung Diveres Eng. 85 pin. Comm! Corresp; Trinslation Techniques; Spanne; Hotelting, Whiting; Expert Corresp Connected Suprace Callege: Mexica City Callege - Mexica Lite.
	Summer Course 1949 - Impert Enport, Spinish, Tournalism

Sec.	9. MOTHER-IN-LAW	NA				
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	PRESENT, OR LAST	ADDRESS	(St. and Nu	mber) (City)	(State)	• • • • • • • • • • • • • • • • • • • •
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	CITIZENSHIP	WHE	N ACQUIRE	)?	WHERE?	
	OCCUPATION	or our	LAST	EMPLOYER	+CRy)	(State) (Country)
Sec.	10. RELATIVES BY BL OR WHO ARE NOT	OOD, MAR CITIZENS (	RIAGE OR OF THE UN	ADOPTION, W	HO EITHER LI	VE ABROAD
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	CITIZENSHIP /	<u>'</u>	ADDRESS .	VILL Sector /	U Varese	Italy
inc.	11. RELATIVES BY BL. THE U.S. OR OF A F	OOD OR M. OREIGN GO	ARRIAGE I VERNMEN	N Tur Million	ARY OR CIVIL	
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٠.٠	2. NAME	<u> </u>	***********	RELATIONSHIP	· · · · · · · · · · · · · · · · · · ·	AGE
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	THE OND LOCKTION				(City) (Platé)	(Country)

	SECRET (Men Filled In)
	SECTION XI CONTINUED FROM PAGE 4
<ol> <li>LIST ANY SIGNIFICANT PUBL INDICATE TITLE, PUBLICATI jects, novels, short stor</li> </ol>	ISHED MATERIALS OF WHICH YOU ARE THE AUTHOR (Do not submit copies unless requested).  ON DATE, AND TYPE OF WRITING (Non-fiction, scientific articles, general interest sub-
sig	General Interest Subjects and Short Stories (but not mificant) published.
8. INDICATE ANY DEVICES WHIC	H YOU HAVE INVENTED AND STATE WHETHER OR NOT THEY ARE PATENTED
9. LIST ANY	<b>NA</b>
	PUBLIC RELATIONS EXPERIENCE
	yment in El Salvador
Received highest	capemic or honorary associations or societies in which you are now or were formerly a grows you have received.  Thonors and 4 awards at Graduation from Latin American Institute: ce, Diplomatic Subjects, Service to the School, and one other.
SECTION XII ORGANIZATION	WORK EXPERIENCE - SINCE LAST COMPLETION OF A PERSONNEL CHALLET CATTONIC CHECK
May 1956 to pres	2. GRADE 3. OFFICE/DIVISION/ BRANCH OF ASSIGNMENT
A. NO. OF PAPI OVERE UNDER	
SUPERVISION NA.	PP Ops Officer
September 55 to	
4- NO. OF EMPLOYEES UNDER	YOUR DIRECT S. OFFICIAL POSITION TITLE
6. DESCRIPTION OF DUTIES	Station PP Officer
Assumed and reor	ganized Station PP program. Broadened existing assets and
supervised publi	ets. Wrote Spanish language materials, drew cartoons, cation Organized anti-Communist
	Acted as co-Case Officer of FI penetration agent.
July 1954-Septem	CR-7
4. NO. OF EMPLOYEES UNDER	VOUR DIRECT S. OFFICIAL POSITION TITLE
5. DESCRIPTION OF DUTIES	FI Ops Officer
V. DESCRIPTION OF DUTIES	
June 1952-July 1	OS / STATE S. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
4. NO. OF EMPLOYEES UNDER	
SUPERVISION NA	FI Ops Officer
Same as 3, above	, less CE Work and penetration agent handling.
	*
Dec. 1951-June 1	OS E THE
4. NO. OF EMPLOYEES UNDER Y	
NA NA	FI Ops Officer
IS. DESCRIPTION OF BUTLES	
Training Also	orientation at various desks.

SECRET
(When Filled In)

SECTION VIII

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or competence. Indicata vous	. ! !	PLUENCY FOREIGN RESEARCE								RAVE	-	KNO	WLED	G	NATIVI TO	PRO	CLONGED	( *	HTI	STUDY
proficiency to read, write or speak by placing a check (X)	,,[	H . READ W - WRITE									44			$\dashv$	COUNTR	Y RE	SIDENCE		ENTS	(ALL
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SECTION IX				GE	OGR	APH I	CA	MEA	KAC	WLE	CE.			_					-	
<ul> <li>LIST BELOW ANY FOREIGN RE STUDY OR WORK ASSIGNMENT. TERRAIM. CCASTS. HARBORS.</li> </ul>	GIONS	0 R	COUR	TRIES	05	We	CH '	YOU	HAV	E AN	0 wi	LED	GE 6	A 1/	NED AS	RES	LT OF	RESI	DENCE	TRAVEL,
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. HAVE YOU EVER BEEN IN, OR	PETITIONED F	OR, BANKR	UPTCY7 YES	- N				
5. IF YOUR ANSWER IS "YES" TO	THE ABOVE O	DESTION.	GIVE PARTICULARS	. INCLUDIN	G COURT AN	D DATE(S)		
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- IF YOU HAVE APPLIED FOR U.	S. CITIZENSH	IP, INDICA	ATE PRESENT STAT	US OF YOUR	APPLICATIO	on (First ;	apa/4,	etc.)
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Self Study, various fields.

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24	. DETAILS OF OTHER GOVERNMENT	SERVICE, U.S. OR FOREIGN				
38	CTION IV RELATIVES BY BLO	OOD, MARRIAGE OR ADOPTION	LIVING ABROAD	OR WHO ARE	NOT U.S. CITIZEN	18 - 7:
	1. FULL NAME (Last-First-Mid	die)			TIONSHIP	3. AGE
	4- ADDRESS OR COUNTRY IN WHICH			Unc		58(2)
1	4- ADDRESS OR COUNTRY IN WHIC	TH RELATIVE RESIDES				20(8)
•	Varese. Italy					
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1	S. CITIZENSHIP (Country)					
	3. CITTLENSHIP (COUNTY)	6. FREQUENCY OF CONTA	CT		7. DATE OF LAST	CONTACY
7	SPECIAL REMARKS, IF ANY, CONC	FRAING THESE MELATINES	<del></del>			Professional Control of Control o
		THE WEST WELLINES				
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E	CTION Y	FINANCIA	L STATUS			
	ARE YOU ENTIRELY DEPENDENT ON	YOUR SALARY?	T YES	No		<del></del>
-	IF YOUR ANSWER IS "NO" TO THE	ABOVE. STATE SOURCES OF	OTHER INCOME			
-					•	
_						
_	NA.					
_	NA					
-						
-		3. BANKING INSTITUTIONS W	ITH WHICH YOU H	AVE ACCOUNT	15	
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_	NAME OF INSTIT			ADDRESS (Ci	ty, State, Countr	· · · · · · · · · · · · · · · · · · ·
-				ADDRESS (Ci		· · · · · · · · · · · · · · · · · · ·
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	PERIOD	IC SUPPLEMENT	· · · · · · · · · · · · · · · · · · ·	THIS DATE	
15-9198		HISTORY STATEMENT	7	4 Februar	v 1957
***		INST	RUCTIONS	7	, -//·
is form provides the	means whereby s		nnel records will be ke	pt current. Even tha	ugh it duplicate
nformation you have funtirety. You need com	irniahed previous splete <u>Sections</u>	usiy, it will be no <u>VII</u> through <u>XIII o</u>	cessary for you to comp nly if there has been a e complete coverage tha	lete <u>Sections I</u> thro change since you en	ugh <u>VI</u> in their tered on duty wi
ECTION I		G	ENERAL	- Andrews	
. FULL NAME (Last-Fir	•				V-land, val
CURRENT ADDRESS (No.	Kent,	William Morris	a Browner Access	(No., Street, City,	7000 \$4.45\
- CURRENT AUDKESS (NO.	., Gileet, City	, June, Gratty	J. FERMANENT AUDRESS	(140., SIFERE, GITY,	Lune, State)
2608 N. Wine	hester Stree	et	2608 N. Wi	nchester Street	
Arlington 13			Arlington	13. Virginia	
HOME TELEPHONE NUMBER	_	1	TORY, POSSESSION OR COU	NTRY IN WHICH YOU NO	W CLAIM RESIDENI
JEfferson 3-		Virginia ERSON TO BE NOTIFIE	D IN CASE OF EMERGENCY		· · · · · · · · · · · · · · · · · · ·
HAME (Last-First-His				2. RELATIONSHIP	
Mr. Dorothy Barn	adette		Ţ.	Wife	
		et, Arlington			
BUSINESS ADDRESS (No	., Street, City	y, Zone, State, Cou	ntry). INDICATE NAME OF	FIRM OR EMPLOYER, I	F APPLICABLE
HOME TELEPHONE NUMBE JEfferson 3-		6. BUSINESS TEL	EPHONE NUMBER	7. BUSINESS TELEPHONE EXTENSION	
IN CASE OF EMERGENCY	, OTHER CLOSE F	RELATIVES (Spouse, A	Mosher, Father) MAY ALS		UCH NOTIFICATION
Mr. Paril Ken			iew York 58, New Y	ambo (Bashaan)	
ECTION III	- h wedge 180101		AL STATUS	ora (radier)	
CHECK (X) ONE:	1	SINGLE T MARRI	<del></del>	EPARATED DIVORCED	ANNULLED
FURNISH DATE, PLACE	AND REASON FOR	ALL SEPARATIONS, DI	VORCES OR ANNULMENTS		·
NA.					
			, including annulments, If marriage is contemp		
NAME	(First)	(Widdle)	(Maiden)	(Lost	)
DATE OF MARRIAGE	rothy	Bernadette	tate Counity	Ker	<u> </u>
<b>a</b>	1				
HIS (or her) ADDRESS	BEFORE MARRIAG	E (No., Street, Cit	y, State, Country)		
9 132105	10		Manhattan, New Yor	rk <sup>C</sup> ity	_CODED
7. LIVING	8. DATE OF	DEATH 9.	CAUSE OF DEATH		FOR
- CURRENT ADDRESS (Gi	ve last address	, if deceased)		<b>A</b> 111	I UN
Same as 2, al		· · · · · · · · · · · · · · · · · · ·			LLFICATION
. DATE OF BIRTH 12 November		F BIRTH (City, Star Covington, Lou		DATE	4 MAY 1958
. IF BORN OUTSIDE U.S		14. PLACE OF ENTE	NA.		
CITIZENSHIP (Countr USA	у)	16. DATE ACQUIRED	17- WHERE ACQUIR	ED (City, State, Cou	ntry)
OCCUPATION Housewife		19. PRESENT EMPLO unemployed,	OYER (Also give former last two employers)N.Y	Telephone Co.	se is decessed o
New York City		Street, City, S	tate, Country)		
		SECTION III CO	ONTINUED TO PAGE 2		

Step Father in law

Full Name: G. Arthur Dovey
Living
PRESENT ADDRESS: 355 N. Y. Ave., Jersey City, N.J.

DATE OF BIRTH:

1904

CITIZENSHIP:

U.S.

U. S. N. Inspector (Civil Service) OCCUPATION:

Sec.	. 9. MOTHER-IN-	LAW	* * · ·				
	FULL NAME	Evelyr (First)	<u> </u>	D.		Do	vey .
	LIVING OR I	DECEASED LIVE	lng DATE (	(Middle)  OF DECEASE		(Last) CAUSE	
		R LAST, ADDRESS					
	DATE OF BI	RTH 2 Nov 191	LI PLACE OF 1	ember) (CI BIRTH <b>LONG</b>	(y) 11. <b>Mass</b> e	(State)	(Country)
		rside u. s. indic					
	CITIZENSHIP		HEN ACQUIRE	D?	WHERE	?	
	OCCUPATION	Letay Manuf	Co, Inclast	EMPLOYER _	N.Y.C. N.	(City) (E	inte) (Country)
Sec.	TO RELIGITATIVES	BY BLOOD, MA E NOT CITIZEN	RRIACE OD	ADADMIAN		HER LIV	E ABROAD
	1. NAME			RELATIONSE	IIP		AGE
	CITIZENSHIP	10 to	ADDRESS	P. Antili Annoya v. A. V. Arrigan v. pp. P. Salak v. a. a. a.	**		
	2. NAME		·	(St. and Number)  RELATIONSE	(City)	(State)	(Country)
	CITIZENSHIP		ADDRESS				AGE man
				RELATIONS	710		
	CITIZENSHIP		ADDRESS			***************************************	10E
				(St. and Number)	(City)	(State)	(Country)
SEC.	11. RELATIVES 1	BY BLOOD OR : OF A FOREIGN (	MARRIACE	AT PETTE BETT TO	TARY OR	CIVIL SE	RVICE OF
	1. NAME Bar	ry Martin	-	_ RELATIONSHI	P Unc.		GE 43
	CITIZENSHIP .	U.S.	ADDRESS .	(St. and Number)	(City)	(State)	California (Country)
	TYPE AND LO	CATION OF SERVI	ICE (IF KNOW)	V) U. S. N	avy, Suba	arine Co	(Country)
	2. NAME G.	Arthur Dovey		. RELATIONSHI	P Step F	ather A	GE 48
	CITIZENSHIP .	U.S.	ADDRESS _	355 N.Y. Av.	IN I Jersey	AW City N.	<b>J.</b>
		CATION OF SERVE					
	3. NAME		The survey of the same and the same	RELATIONSHI	P		
	CITIZENSHIP _		ADDRESS	(1)4	The same of the second		To P is who - a page of
	TYPE AND LOC	ATION OF SERVI	CE (IF KNOWN	(St and Number)	(City)	(State)	(Country)

The second of th

OCCUPATION		LAST E	MPLOYER			
EMPLOYER'S OR OV	'n business ai	DRESS		•	**********	
MIT I'M A TO A COMMAND			St. and Number)	(City)	(State)	(Country
MILITARY SERVICE	FROM	ТО	BRANC	H OF SER	VICE	
COUNTRY						
sc. 7. BROTHERS AND SIS	STERS (Includi	ng half-, st	ep-, and adopt	ed brother	s and sis	ters):
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## PERSONAL HISTORY STATEMENT

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Nr. Nent advised Contract Fersonnel Division this date that his date of naturalization should be 20 July 1950 and not as indicated on his Personal History Statement

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#### PERSONAL HISTORY STATEMENT

- Instructions: 1. Answer all questions completely. If question is not applicable write "NA." Write "unknown" only if you do not know the answer and cannot obtain the answer from personal records. Use the blank pages at the end of this form for extra details on any question or questions for which you do not have sufficient room.
  - Type, print, or write carefully; illegible or incomplete forms will not receive consideration.

HAVE YOU READ AND DO YOU UNDERSTAND THE INSTRUCTIONS ( ) YES SEC. 1. PERSONAL BACKGROUND Home Cypress & 614 A.FULI NAME Mr William Plorris Kight PRESENT ADDRESS 2448 Washington Hive. N.Y.C. SV, IV.Y. U.S.H. PERMANENT ADDRESS 2448 Washington Har. N.X.C. 58, N.Y. U.S.H. WHAT OTHER NAMES HAVE YOU USED William B. NICKNAME ROSPA Kranz . Under what circumstances have you ever used these NAMES: BOSENKranz was legal tamit name tormerly HOW LONG: 15.773. IF A LEGAL CHANGE, GIVE PARTICULARS Hug. 4, 1944 Supreme Court, Bronk County N.Y.C. N.Y. C. DATE OF BIRTH May 2, 1227 PLACE OF BIRTH Milan D. PRESENT CITIZENSHIP U.S. H. BY BIRTH: BY NATURALIZATION CERTIFICATE NO. 690 999.1 ISSUED July 20, 1951 BY W.S. HISTORY AT New York City New York HAVE YOU HAD A PREVIOUS NATIONALITY!

HAVE YOU TAKEN STEPS TO CHANGE PRESENT CITIZENSHIP! No... GIVE PARTICULARS:

HELD BETWEEN WHAT DATES 12.2119 TO LAZE 119 ANY OTHER NATIONALITY? None

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GIVE PARTICULARS .....

562.9:

MOTHER IN LAW-

NAME - EVELYN D. DOVEY
LIVING
PADDRESS - 355 NEW YORK AVE. , JERSEY CITY, NAT
DATE OF BIRTH: & NOV. 1910
CITIZENSHIP: US
OCCUPATION: DEFENSE WORKER

SEC.8.

STEP- FATHER-IN-LAW -

NAME : G. ARTHUR DOUGY
LIVING
ADDROSS: 355 NOW YORK AVE., FORSEY CITY, NJ
DATE OF BIRTH: 1904
CITIZENSHIP: US
OCCUPATION: US NAVY INSPECTOR

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U. S. COVERNMENT PRINTING OFFICE 18-62855-1

Sec. 9. Mother-in-law

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# Amend ment to Piss Due to Markinge Dute: 17 May 1952 PERSONAL HISTORY STATEMENT

- Instructions: 1. Answer all questions completely. If question is not applicable write "NA." Write "unknown" only if you do not know the answer and cannot obtain the answer from personal records. Use the blank pages at the end of this form for extra details on any question or questions for which you do not have sufficient room.
  - 2. Type, print, or write carefully; illegible or incomplete forms will not receive consideration.

. 1	i, P	PERSONAL BACKGROU	ND,			. •	Telephor	
		FULL NAME Mr	ILLIAM	MORR	is KE	NT		
	41	(Use No Mys.	(First)	(Middle)	(Last	)		
		PRESENT ADDRESS						
								(Country)
		PERMANENT ADDRESS	(St. and Numbe	r) (City)		(State)	***************************************	(Country)
	B	NICKNAME						
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		Washington and reference to the \$40 million from the second of a second of the second	UNDER W	HAT CIRCU	mstances i	IAVE YOU	EVER	USED THE
		NAMES?				1		
		HOW LONG?	IF A LEGAL	CHANGE, GI	IVE PARTICU	LARS		
				·				
		(Where?)			(By	what authority	r)	**********
	c	. DATE OF BIRTH	PLACE	OF BIRTH_		,	<u> </u>	
	D	. PRESENT CITIZENSHIP						
		BY NATURALIZATION CE	RTIFICATE N	0	ISSUED .	(Page)	BY	
		AT (City)		(State)				(Country)
		HAVE YOU HAD A PREV	IOUS NATION	ALITY?	<b>,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,</b>			
		HELD BETWEEN WHAT	DATES?	то	ANY OTHE	R NATION	ALITY?	(Country)
		GIVE PARTICULARS						

SECTION XIII		SEURE	1			
1. 2014/050	СН	ILDREN AND OTHE	R DEPF	IDENT	DECICE	
and adopted children (Includend and adopted children) who under 21 years of Age, and supporting.  3. Provide the following info	ARE UNMARRIED.	3	NUMBE Paren WHO C THEIR OF AGE	R OF	OTHER DEPENDE FEDRICALS, ON YOU FOR A ST. OR. CMIL THE OT SE	T LEAST 50% OF OREN OVER 21 YEARS
N AME	RELATIONSHIP	YEAR OF BIRT		SEX		77-77
Dorothy B. Kent			-	,	WALL ROOM	ADDRESS
	Wife	1930		x	US TOOM	1 11-NTRUBERTAGE CT
William M. Kent, Jr.	Son	1953	x			Arlington 13, Va.
Faul E. Kent	Son		+-	-	US SU	**
Karen A. Kent	DOM	1954	X		US	×
THE A. APRE	Daughter	1955		I	TE	
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				-		
DDITIONAL COMMENT AND/OR CONTIN	UATION OF PRECES					

DAYE COMPLETED February 1957

SIGNATURE OF EMPLOYEE

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CONTRACT INFORMATION AND CHECK LIST	CASE OFFICER		7	DIVI		HD		
(CONTINUED)	TELEPHONE EXT	ENSION		DATE			<del></del>	
NOTE: SEE INSTRUCTIONS ON FIRST SHEET.	6032			1	5 Jun	e 196	<u> 66</u>	
	R BENEFITS	··	00 (					
SECTION VIII  A6. BENEFITS (See HR 20-44, HR 20-41, HR 20-7, HR 20-53, 2 benefits applicable to various categories of contract  NOTMAL  SECTION IX  47. STATUS	TERM TERM	TURAL CATIONAL BLE BASI COMPLETO XXX NO	S than t NE	comm comm   Mill   otal, ji	ERCIAL TARY ARTIAL INELETY J	regula:	TOUR OTHE	IST A
	LIFICATIONS Latin Amer	ica.						
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Check Highest Level Attained COLLEGE (No decea)	COLLEGE DECREE	MMERCIA	1 1				laa l	Ţ
0. LANGUAGE COMPETENCY LANGUAGE SPEAK	WRITE			READ		INDIVI	DUAL'S	<b>-</b>
	POOR FLUENT AVER		FLUENT	<del></del>	<del></del>	COUNTR		
(Check Appropriate) Spanish XX Degree Competency Italian	XX		XX			Y.4	1	
1 Italian AA	XX	xx		XX	xx	Ita	тy	
z. AREA KNOWLEDGE	KX	JAA	L	<u> </u>	IVVI			
Europe, Far East, Latin America	• ,			•				
SECTION XV EMPLOYME	NT PRIOR TO CIA			*******	•			
63. GIVE INCLUSIVE DATES, POSITION TITLE OR TYPE WORK, SA	LARY AND REASON I	OR LEAV	ING					
1950-1951 Store Manager, El Salvado for better position.	or, C.A., S	alary	\$2,	400,	left			
CECTION VVI	NA INCODIANTION						<u>-</u>	
SECTION XVI ADDITION 4. ADDITIONAL OR UNUSUAL REQUIREMENTS, JUSTIFICATIONS OR	VAL INFORMATION	e other	side :	facces	tary \			
will be engaged in this						ars.		
WILL UP PUSASED IN 1115	- X 1 U 1 U U U U U U				, -	~~ ~ •		

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CONTRACT INFOR	MATION AN	D CHECK	LIST	CASE OFFICER			IVISIO	WHD	
INSTRUCTIONS: Use HR 20- Complete all items, inse plicable. Forward origin				TELEPHONE EX	TENSION	D.	TE 7		1000
or contract.	al and TWO	opies for		6032			1.	5 June	1966
SECTION I		ZA. PROJ		IERAL	3. ALL	OTMENT NO.		4. SLOT N	0.
1. NAME WILLIAM	m. Kest	ZA. PROJ	ECT		2/9	5-00	(30		
voucavo		2B. PERM	ANENT STATION		3A.	FUNDS			
	**************************************				V	XX u		]	
5. PREVIOUS CIA PSEUDONYM	OR ALIASES	6. INDIV	IDUAL HAS BEEN	ENGAGED BY C	IA OR ITS	ALLIED ACT	IVITIE	s in some c	APACITY de dates
			TO THIS CONTR	ACI. XXX TES	1 1 10	(1) yes, u			
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at JMWAVE)		74.	MEDICAL CLE	ARANCE	8. CON	TRACT IS T	O BE V	RITTEN IN S	TERILE FORM
7. SECURITY CLEARANCE (Ty	e and date)	XX OBTAI				., *U.S. G	OVERN	ENT" NACY	5 NO
9. INCIVIOUAL WILL WORK U	NDER "CONTRO	LED CONDI	TIONS L.E. R	EGULAR OFFICE		OPOSED CAT		(Contract a	dent,
HOURS AWAY FROM SUBJECT STAFF EMPLOYEE OR STAF	T'S HOME AND	PERFORMED	UNDER THE SUP	ERVISION OF A		ntract emp	loyee	0 1 00	Empor
STAFF EARCOICE ON STAF		L		XX **				Sugar	compac
SECTION II				AL DATA	13. AGE	I LA DATE	OF B	IRTH (Month.	day, year)
11. CITIZENSHIP 12	. IF NOT U.S NENT RESID	ENT ALIEN	, INDIVIDUAL IS	NO NO	37	9 Ma			
15. LEGAL RESIDENCE (City	and state or	country)	<u> </u>	16. CURRENT R	RESIDENCE (	City and a	tate	or country)	
Herndon, Virgin					ame				
17. MARITAL STATUS (Check	as appropria	te)		<u> </u>					
	MARRIED	W100		ANNULLED		ARATED		BIYORCI	
18. NUMBER OF DEPENDENTS ( RELATIONSHIP AND AGE:	Not includin	e individu	(al)	19. INDIVIDE	UAL IS REL/ VIDUAL CUR!	ITED TO A S SENTLY WORK	TAFF	EMPLOYEE, 5 Or the AGEN	TAFF AGENT OR
				CAPACITY	Y	XX.	0		
Wife - 35 Son - 12				, RECATION					
Son - 12				1					
Daughter - 10									
SECTION III			U.S. MILI	TARY STATUS	PED INDICA	TE CATEGOR	Y (Lo	ngevity, con	sbat dia-
20. HESERVE	21. VE	X X	XX	ability	, service o	lisability	non-c	ombat)	
23. BRANCH OF SERVICE	24 . RA	NK OR GRAD	)E	25. DRAFT EL	LIGIBLE				NT OBTAINED
					YES <b>XX</b> **			Y CIA	ves XX NO
SECTION IV			COMPEN	BATION					V W. T. M. O. B. 195
1	a. POST DIFF	ERENTIAL							X WITHHOLDING
GS-13, Step 5							7	X YES	769
							-	NO NO	XX no
SECTION V	ALLOWANCE	ES (NORMA	LLY GRANTED O	NLY TO RESIL	DENTS OF 1	HE UNITED	STAT		
	2. POST		33. OTHER						
NA .	NA								
34. COVER (Breakdown, if	any)								
None									
CECTION VI			TO	AVEL					
SECTION VI					·-····		T:	6. WITH DEP	ENDENTS
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37. HHE TO BE SHIPPED	37A.	HHE TO BE		36. PERSONAL		BE SHIPPED			VEHICLE TO BE
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40. IF WITH DEPENDENTS S'	TATE RELATION	NSHIP, CIT	35	19.	Novemb	er 1936	0		
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Son	USA		ĩĩ					1954	
Daughter	USA		10					1955	
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				20	not -	- LILL	1000	2	
				266	retary,	CS/CS Ag	ent	Panel	
3									
41. PAYMENT AND ACCOUNTA	pii ity wiii	BE IN COM	FORMANCE WITH						

en e		SECRET (When Filled In)			
SECTION IX		MARITAL STATUS			
1. PRESENT STATUS (Single, Married, Widowed, Separ	rated, Divarced, Annulled,				
2. NAME OF SPOUSE (Lost)			(Middle)		(Maiden)
	<b>5</b>	(First)  DOROTHY  BIRTH (City, State, Country)  OULNGTON,  IMPLOYER	BERI	1140157E	
3. DATE OF BIRTH	4. PLACE OF	BIRTH (City, State, Country)		911001-	<u> </u>
12 Nat 1930	ים ו	MUINGOON.	14.	- 115A.	
COCCUPATION	6. PRESENT E	MPLOYER	6111		
J. Occuration					
12 NOV. 1930 5. OCCUPATION HOUSEWIFE					
7 6:7:755:65:10	4 FORMER C	TITIZENSHIP(S) COUNTRY(IES)		9. DATE	U. S. CITIZENSHIP ACQUIR
7. CHIZENSHIP  US	B. FORMER C	usevanital constantinal			
SECTION X		ENT CHILDREN AND DEPENDER			POSTAL SERVICE A PART
NAME	RELATIONSHIP	DATE AND PLACE OF BIRTH	TH CITIZEN	ISHIP	PERMANENT ADD
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WILLIAM M. JK.	SON	Ĺ			
WILLIAM M., JR. PAUL E. KAREN A.		ıl			
PAUL E.	SON	<u>t</u>			
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KAREN A.	DITUGHER	i i			
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SECTION XI	PROFESSI	IONAL SOCIETIES AND OTHER	I ORGANIZATE	N5	
NAME AND CHAPTER		ADDRESS (Mumber,	. Street, City, State,	. Country)	}
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CATHOLIC ECONORUIC			-		
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DATE	SIGNATURE OF EM	PLOYEE		<b>a</b> cs×.	
I were some of					
9 January 1968	4				
9 January 1968	4	William	adapa Sanas abitamba		i .

SECTION IV				GEO	GRAP	HIC AREA	KNOWLEDG	E AND FO	REIGN TRA	VEL					
NAME OF REGION	*		TYPE O	F SPECIALIZE	n .		DATES OF	TRAVEL	DAT	E & PLA	ÇE		EDGE ACQL	JIRED BY	CHECK (X)
OR COUNTRY				OWLEDGE			OR RESI	DENCE	C	OF STUD	Y	RESI- DENCE	TRAVEL	STUDY	ASSIGN-
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INDICATE OTHER BUS	SINESS MAC	CHINES WITH	WHICH !	QU HAVE H	AD OF	ERATING E	XPERIENCE OF	R TRAINING	(complame)	es, mime	ograph, co	ud punch, etc)			
ECTION VI	O SPORIS	IN WHICH YO	U ARE A	CTIVE OR H	AVE A		RTICIPATED IN			ENCY I	N EACH.				
CAMPING FISITING STATE	- 40 - 40	OD	anis	KHISI TRA	144. CIC.	7 5/10 U - 1=A1	LING PUI R	eebket	DEGS	- 60	a)				
CONTRACT BUILDINGS	CC ECT1103C	INT OR SHACE	HALLES WILL	41 M Y/31 AA	AV MA	VE HISTER I	NITEME & SEE	CTION V.	LIST ANY SE	PECIAL	SKILLS YO	U POSSESS R	ELATING TO	OTHER EQU	IPMENT AN
MACHINES SUCH A	S OPERATIC	ON OF RADIO	IKANSA	illieks inde	574 CA	V <u>spead, s</u> en	ding a faceiving	. OFFICE	RE33, 10AN	er enin	c. EDF A	W Onle 30		KO. 230107-	
LARE YOU NOW OR ELECTRICIAN, RADIO	UOY EVAH	EVER BEEN A	LICENS	ED OR CERTIF CPA, MEDICA	FIED N	NEMBER OF HNICIAN, P	ANY TRADE C SYCHOLOGIST	R PROFES!	ION SUCH 4, ETC.?	AS PAC	)T,	☐ yes ☑ NO			
MUNICIPALITY, ETC.					D OF I	LICENSE OF	CERTIFICATIO	HI DNA NO	E ISSUING S	STATE.	5. FIRST I	ICENSE/CERT	IFICATE (yeo	r of issue)	
										l	6. LATES	LICENSE/CE	RIIFICATE (y	ear of issue:	
7. LIST ANY SIGNIFICA				101 101 10	C 715	AUDIOR (				INDICA	E THE TO	IF PUBLICAT	ION DATE A	NO TYPE OF	F WRITING
Inon-fretion or scientific	c articles, ge	oeral interest s	ubjects, n	ovels, short sto	aries, e	te j	10 14 O 1 1015mm	copies omes	· · · · · · · · · · · · · · · · · · ·			,			
8, INDICATE ANY DEV	ICES WHICH	H YOU HAVE	INVENTE	D AND STAT	E WHE	THER OR N	IOT THEY ARE	PATENTED.							
	B. B. B.	. S.P. J. W. C	Wh. C. C.						un um						
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ŧ	<del>,</del>	QUALIFICATIONS							
	READ INSTRU	ICTIONS CAREFULLY BEF	ORE COMPLETING	TYPE OR PRIN	T. AVOID U	ING LIGHT COL	ÒRED INKS		****************
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CTION II			AGENCY OVERS			-			
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SECTION V		GEDGRAPHIC ARE	A KNOWLEDGE AND	POREIGH TRAY	EL			,	
						KNOWLEDG	E ACQUI	RED BY.	CHECK (X)
NAME OF REGION OR COUNTRY	TYPE	OF SPECIALIZED KNOWLEDGE	DATES OF TRAVEL OR RESIDENCE	DATE & P OF STU		RESI- DINCE	TRAVEL	STUDY	WORK ASSIGN- MENT
1					Jan	j j i	1 77	13	
						· [ 4 . i			
SECTION VI		TYPING	AND STENOGRAPH	C SKILLS			<u> </u>	·	4
1. TYPING (FPM) 2.SH	ORTHAND(WPM)				PROPRIA	TE ITEM			
		GREGG	SPEEDWRIT	ING S	TENOTYP	E [	SPECI	FY:	
SECTION VII			ECIAL QUALIFICAT						
		SPORTS, LICENSES. P							
SECTION VILL			MILITARY SERVIC						
1. HAS YOUR SELECT!	VE SERVICE C	C LASSIFICATION CHANGE	DT 2. NEW CL						
0 \		☐ NO							
3. LOCAL SELECTIVE	SERVICE BOAR	D NUMBER AND ADDRESS	•	4. IF DEFERR	ED. GIV	E REASON			
		HILITARY RE	SERVE, MATIONAL	GUARD STATUS					
CHECK RESERVE OR ZATION TO WHICH '		NAVY	MARINE COI	res 🗆 co	AST GUA	RD [		ORAL GUA National	
1. CURRENT RANK, GI	ADE OR RATE	2. DATE OF APPOINTME	NT IN CURBENT R	ANK 3. EXPI	RATION DA	ITE OF CURR	ENT OBLIG	ATION	
4. CHECK CURRENT RE	SERVE CATEGO	RY READY RESERVE	STANDBY ( Activ	e) STAN	BY(inect	ive)	RETIM	» [] t	15CH ARGED
5. MILITARY MOBILIT	RATION ASSIGN	MENT	6. RE	SERVE UNIT TO	MHICH	ASSIGNED	OR ATT	ACHED	
	HILITARY	SCHOOLS COMPLETED (	xtended Active,	Reserve Duty	. or 84	Civilia	n)		
NAME AN	D ADDRESS OF	SCHOOL	STUDY OR SP	ECIAL IZATION	DATE	COMPLETE	- magaina		
							<del>      -   -   -   -   -   -   -   -   -</del>	S   DE N T	-4045.0
SECTION IX		PROFESSIONAL S	OCIETIES AND OTH	FR ORGANIZATI	045				
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NAME AND C	HAPTER	ADDRES	is (Number.Stree	t,City,State,	Country	· )		FROM	70
1.									
3.	<u> </u>								
SECTION X			REMARKS						
**		*	W	lliam	801.1	Ken	t_		
31 Dece	-be - 1°	SIGNATURE O							

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#### QUALIFICATIONS UPDATE.

#### READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING, TYPE OR PRINT, AVOID USING LIGHT COLORED INKS

Now that your qualifications are a matter of computer record, they must be periodically updated. This is done automatically for much information; however, some must be obtained directly from you. This form is for that purpose. Section I must be completed in all cases. You need provide other information only if there have been changes since you submitted your Form 444f, "Qualifications Supplement to the Personal History Statement," or a previous update form. If you are in doubt whether information has been previously submitted, enter it in the appropriate section. The signed and dated form should be returned through administrative channels to the File Room, Office of Personnel, Room 5E-13 Headquarters, whether information is added or not.

Additionally, a quality by completing an	ualifications upod returning an	date may tak update form	e place at any t on your initiative	ime there is e.	information to	o be adde	d or chan	ged simply
SECTION I			BIOGRAPHIC AND P	OSITION DAT	<u> </u>			
EMP. SER. NO. 059198	NAME	Middle.	Ken	1	iam M		OF BIRTH /09/29	
SECTION 11			EDUCAT	I ON		K		
			HIGH SO					
LAST HIGH SCHOOL	ATTENDED	A	DDRESS (City,Sta	te.Country)	YEARS	ATTENDED (	From-To)	GRADUATE
			COLLEGE OR UNIVE	PEUTS YTIER				
NAME AND LOCA	TION OF COLLEGE	OR UNIVERSE	Y SUB.	IEC T MENOR	YEARS ATTENDED FROMTO	DEGREE RECEIVED	YEAR RECEIVED	NO. SEM/OTR. HRS.(Specify)
1.		<i>"</i>						
٤.	·							
IF A GRADUATE DEGI THESIS AND BRIEFLY	REE HAS BEYN NOT 7 Describe Its (	FED ABOVE WHI	CH REQUIRED SUOM	ISSION OF A	WRITTEN THESIS	. INDICATE	THE TITI	E OF THE
		TRADE,	COMMERCIAL AND	SPECIALIZED	SCHOOLS			***************************************
NAME A	ND ADDRESS OF S	CHO <b>OL</b>	STUD	Y OR SPECIAL	IZATION	FROM	TO 1	O. OF MONTHS
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DAME A	OTH ND ADDRESS OF S		EDUCATION OF TH		<del></del>			
1.	NU AUNESS OF S		5105	Y OR SPECIAL	IZATION	FROM	70 1	IO. OF MONTHS
2.								
SECTION 111			MARITAL S					
1. PRESENT STATUS			~ · · · · · · · · · · · · · · · · · · ·	Innulled . Rem		Υ:		
2. NAME OF SPOUSE 3. DATE OF BIRTH		Lest)	(First)		(Middle)		(Maiden)	
S. OCCUPATION		6. PRESENT E	BIRTH (City.Stat	e,Country)			encentral de la companya de la companya de la companya de la companya de la companya de la companya de la comp	
7. CITIZENSHIP								
			RMER CITIZENSHIP			. DATE U.S	3. CITIZENS	SHIP ACQUIRED
SECTION IV	<del>-</del>	RELATIONSHIP	ILOREN AND DEPEN				······	
1. ADD DELETE		TEL A FIUNSMIP	DATE AND PLACE	UF BIRTH	CITIZENSHIP		PERMANENT	ADDRESS
2. ADD DELETE								

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SECTION V	GEOGRAPHIC AR	EA KHOWLEDGE AND	<u> </u>	M TRAV	e.				
HAME OF BELLEVILLE	***************************************		Ţ		*****	KNOWLEDO	E ACQUI	PED BY	CHECK (X)
	SPECIALIZED OWLEDGE	OR RESIDENCE		ATE & P OF STUD		RESI- DENCE	TRAVEL	3700Y	WORK ASSIGN- MENY
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SECTION VI		AND STENOGRAPH				<b>4</b>			
1. TYPING (WPM) 2. SHORTHAND(WPM) 2.						-	- OTHER		
SECTION VII	☐ G#£GG	SPEMANT		s	TENOTYP	E L	SPECIF	Υ:	
PROVIDE INFORMATION ON HORBIES, SPE		ECIAL QUALIFICAT		DEVICE	WHICH	VAII 144.V	UIUP IL	VE4750	<del></del>
SECTION VIII		MILITARY SERVICE		***************************************			······································		
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3. LOCAL SELECTIVE SERVICE BOARD N	JMBER AND ADDRESS	5	4. 15	DEFERM	ED, GIVI	E REASON			
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5April 1971	signature of en	in M. Ke	$\sqrt{s}$						

#### QUALIFICATIONS UPDATE

## READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING, TYPE OR PRINT, AVOID USING LIGHT COLORED INKS

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Additionally, a qualifications update may take place at any time there is information to be added or changed simply

Additionally, a qualifications update may take place at any time there is information to be added or changed simply by completing and returning an update form on your initiative.

SECTION I			810/	GRAPHIC MID	POSITION DAT	πA					
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Er Hems w. C		(Lest)		(First)		(Middle)			(Maiden)	)	
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SECTION VII	GREGG	SPEEDWRIT		STENOTYPE	SPECIF	Y:	
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SECTION I			IOGRAPHIC AND P	OSITION DATA	A				
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#### QUALIFICATIONS UPDATE

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## DECLARATION OF APPOINTEE

This form is to be completed before entrance on duty. Answer all questions. Any false statement in this declaration will be grounds for cancellation of application or dismissal after appointment. Impersonation is a criminal offense and will be prosecuted accordingly.

1. PRESENT ADDRESS (street and number, or									
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If your answer is "Yes", list all such case. Give in each case: (I) The date; (2) the na- or violation; (3) the name and location of penalty imposed, if any, or other dispose	ure of the offense the court; (4) the	İ	`\				~^		
penalty imposed, if any, or other dispose if appointed, your fingerprints will be tak	tion of the case.		-						••••
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#### INSTRUCTIONS TO APPOINTING OFFICER

The appointing officer before whom the feregoing certificate is made shall with the Civil Service Act, applicable Civil Service Rules and Regulations and acts of Congress pertaining to appointment. This form should be checked for holding of office, pension, suitability in connection with any record of recent discharge or arrest, and particularly for the following:

(i) Identity of appointes.—It is the duty of the appointing officer to guard against inpersonation and to determine beyond reasonable doubt that the appointee is the same person whose appointment was authorised. The appointer's signature and handwriting are to be compared with the application and/or other pertinent papers. If the appointee qualified in a written examination, the signature on this form should be compared with the signature on the declaration sheet, which was signed in the examination room. His physical supportance may be checked against the medical certificate. The appointer may also be questioned on his personal this medical certificate.

POINTING UPFICEK

(2) Age.—If definite age limits have been established for the position, it should be determined that applicant is not outside the age range for appointment. Until such determination is made, the appointment may not be consummated.

(3) Citizenship.—The appointing officer is responsible for observing the citizenship provisions of (1) the Civil Service Rules and (2) appropriation acts. Form 61 constitutes an adidavit for both purposes and is acceptable proof of citizenship status in the absence of conflicting evidence. In doubtful cases the appointment should not be consummated until clearance has been secured from the certifying office of the Civil Service Commission.

(4) Mambara of Pamily.—Section 9 of the Civil Service Act provides that

the certuring ome of the Livi Service Lommisson.

(4) Members of Family.—Section 9 of the Civil Service Act provides that whenever there are slready two or more members of a family serving under probational or permanent appointment in the competitive service, no other member of such family is eligible for probational or permanent appointment in the competitive service. The appointments of pergaps critical the competitive service.

- 8. Authorized instructions which you receive from CIA in briefing, training, or in any other way are a part of this memorandum of agreement and are incorporated herein to the extent that such instructions are not inconsistent with the terms hereof.
- 9. You are not assured upon the completion of your period of duty with the Foreign Service of any status with the Foreign Service based on your services performed with that organization at the request of CIA.
- 10. You will be required to keep forever secret this agreement and all other information which you may obtain by reason hereof, unless you are released in writing by CIA from this obligation. Violation of such secrecy may subject you to criminal prosecution under the espionage law, dated 25 June 1948, as amended, and other applicable laws and regulations. The termination of your employment with CIA will not release you from the obligations of any security oath you may be required to take.

CENTRAL INTELLIGENCE AGENCY

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ACCEPTED:

APPROVED:

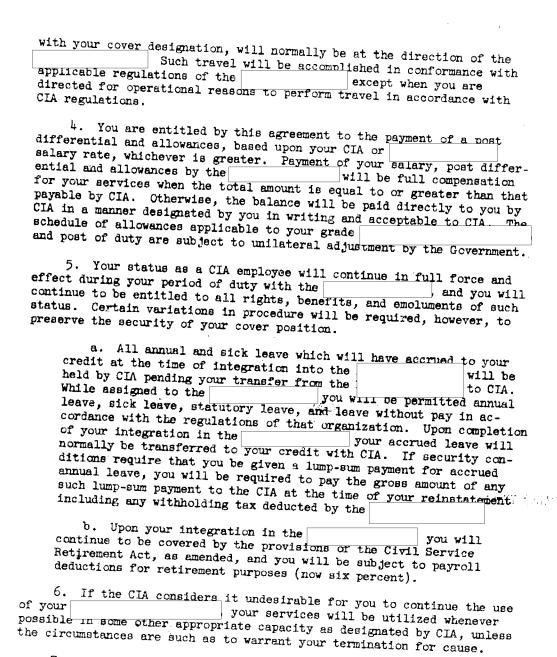
DIRECTOR OF PERSONNEL

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Date: 32 July

Date: 22 Auly 1958

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7. Consistent with your cover activity, you will continue to be

responsible for compliance with CIA rules and regulations.

Mr. William M. Kent Washington, D. C.			
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TYPE IF KNOWN (LWOP, Furi, Sung., AWOL, Mee Mar)  TURN NORTH DAY YEAR NORTH DAY YEARS NORTHS DAYS  14. NONCREDITABLE SERVICE (RIF purposes only):  15. REEMPLOYMENT F.IGHTS  WES NO  (If answer is "Yes," in what agency were you employed at the time status was acquiref?)  16. RETENTION RIGHTS  TO BE EXECUTED BEFORE A NOTARY PUBLIC OR OTHER PERSONS AUTHORIZED TO ADMINISTER OATHS.  I awear (or affirm) that the above statements are true to the best of my knowledge and belief.  (DATE)  Subscribed and sworn to before me on this day of (NONTH)  TOTAL  TOTAL  TOTAL  (Leave purposes only):  (A. NONCREDITABLE SERVICE (RIF purposes only):  14. NONCREDITABLE SERVICE (RIF purposes only):  15. REEMPLOYMENT F.IGHTS  YES NO  15. REEMPLOYMENT F.IGHTS  YES NO  16. RETENTION RIGHTS  17. EXPIRATION DATE OF R.  TION RIGHTS  17. EXPIRATION DATE OF R.  TOTAL  (CLAY)  (SIGNATURE)  (SIGNATURE)  (STATE)	WITHOUT PAY, INCLUDING PERIODS OF MERCHANT	MARINE	DID YOU SERVICE	HAVE DURIN	A TOTAL	L OF MO	RE THA NDAR Y	N 6 MC			1	?_	24
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7. ARE YOU:  A. THE WIFE OF A DESABLED VETERAN? YES NO  B. THE MOTHER OF A DECEASED OR DESABLED VETERANT YES NO  C. THE UNREMARRIED WIDOW OF A VETERANT YES NO  8. TO BE EXECUTED BEFORE A NOTARY PUBLIC OR OTHER PERSONS AUTHORIZED TO ADMINISTER OATHS.  I awear (or affirm) that the above statements are true to the best of my knowledge and belief.    Subscribed and sworn to before me on this   Statements	YES X NO												GHTS
7. ARE YOU:  A. THE WHE OF A DISABLED VETERAN? YES NO  B. THE MOTHER OF A DECEASED OR DISABLED VETERANT YES NO  C. THE UNREMARKED WIDOW OF A VETERANT YES NO  B. TO BE EXECUTED BEFORE A NOTARY PUBLIC OR OTHER PERSONS AUTHORIZED TO ADMINISTER OATHS.  I awear (or affirm) that the above statements are true to the best of my knowledge and belief.    Subscribed and sworn to before me on this   Details   Detai		_					_		•				;
B. THE MOTHER OF A DECEASED ON DISABLED VETERANT YES NO  C. THE UNREMARNIED WIDOW OF A VETERANT YES NO  B. TO BE EXECUTED BEFORE A NOTARY PUBLIC OR OTHER PERSONS AUTHORIZED TO ADMINISTER OATHS.  I awear (or affirm) that the above statements are true to the best of my knowledge and belief.    Subscribed and sworn to before me on this   Statements				***************************************				****			_		
C. THE UNREMARRIED WIDOW OF A VETERANT VES NO.  8. TO BE EXECUTED BEFORE A NOTARY PUBLIC OR OTHER PERSONS AUTHORIZED TO ADMINISTER OATHS.  I awear (or affirm) that the above statements are true to the best of my knowledge and belief.    Subscribed and sworn to before me on this   Statements	W THE BUT OF W DOUBLES ACTIONS.   153										17. EXPIRA	ATION DATE	OF RETEN-
Subscribed and sworn to before me on this 5th day of Oct 1956 at Wash, 5 C.  (STATE)  Subscribed and sworn to before me on this 5th day of Oct 1956 at Wash, 5 C.  (STATE)			- L	] NO							non r	(1901)	
Subscribed and sworn to before me on this 5th day of Oct 1958 at Wash, 5 C (STATE)		- 23	J	AUTHOR	RIZED TO	D ADMINI	STER O	ATHS					
(MONTH) (CITY) (STATE)	I swear (or affirm) that the above state	ments	are tru	to th	e best	of my k	nowle	dge a	nd beli	ef.			
(MONTH) (CITY) (STATE)	A OUT WILL							11/2	hi -	('n	V 5		
(MONTH) (CITY) (STATE)	(DATE)							W:	Winn	SIGNATIO	HENX		
(STATE)	Subscribed and sworn to before me on	this <u>5</u>	TFi day	, of(	Oct	19	56	pt	Wa	sh	3	.0	
S E A L					HIMUM	,				CITY)		(57.	ATE)
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INSTRUCTIONS: File this form on the permanent side of the employee's official personnel folder immediately before or after the personnel action involved. (OVER)

NOTE: If eath is taken before a Notary Public, the date of expiration of his Commission should be shown.



# DEPARTMENT OF STATE

February 19, 1959

Door Sheft

I would like to take this apportunity to thank you for the outstanding help of the officers of your agency

Specific mention should be made of Mesers. Jacob Esterline, Milliam Patterson, and Milliam Kent, whose untiring efforts were in no small very responsible for the safety of the U.S. delegation.

As always, it has been a pleasure to work with you and members of your agency, and we look forward to doing so again in the future.

Sincerely yours,

E. Toslin Bailey
Director
Office of Security

Colonel Sheffield Edwards
Director of Security
Central Intelligence Agency
Washington, D.C.

CONFIDENTIAL (When Filled In) VOLUNTARY ENTRIES Experience in the handling of employee emergencies has shown that the absence of certain personal data often delays and compli-cates the settlement of estate and financial matters. The information requested in this section may prove very useful to your family or attorney in the event of your disability or death and will be disclosed only when circumstances warrant.

INDICATE NAME AND ADDRESS OF A COUNTS ARE CARRIED.	NY BANKING INSTITUTIONS	WITH WHICH YOU HA	VE ACCOUNTS A	ND THE NAMES	IN WHICH THE A
William M D Citizens Natio Republic Bank Herndon Saving	orothy B. Kent nal Bank of Herndon and Trust Cox., Her s & Loan, Herndon,	n, Herndon, Va			
HAVE YOU COMPLETED A LAST WIL			"Yes" where is do	cument located?	,
HAVE YOU PREPLANNED AN ARRAN YES NO. (If "Yes" give	TORO OLIMBITANENIO OR VOIL		The second secon		: :
YES No. (If "Yes" give	name(s) and address)	R CHILDREN IN CAS	E OF COMMON DE	SASTER TO BO	TH PARENTS?
HAVE YOU EXECUTED A POWER OF	ATTORNEY? YES	NO. ([[ "Yea", wh	o possess the pow	er of attorney?)	
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HGS	PApril 1964	SIGNATURE	m. M. Ke		

PApril 1964 William M. Kent

CONFIDENTIAL

# CONFIDENTIAL (When Filled In)



NAME OF EMPLOYEE (Last)	(First)	in determining travel e eparation, and for provid al of this form will be file	a in tr	e employ	ee sotticio	il person	nel f
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Kent	William	Morris		_			
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New York, N.Y.						OF MAR	
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WIDOWED, PLACE SPOUSE DIED		***************************************					
					DATE	SPOUSE	DIE
PREVIOUSLY MARRIED, INDICATE NAME(S)	, , , , , , , , , , , , , , , , , , , ,	SIFOR TERMINATION, A	ND DA	TE(S)			
	MEMBERS	OF FAMILY		******			
ME OF SPOUSE	ADDRESS (No., 5	treet, City, Zone, State)			TELEPHO	NE NO	
Dorothy B. Kent		en St. Herndon,	V.		•		_
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William M., Jr.	8 att	•			М	DATE OF	917
Paul E.	581				X		
Karen A.	8 43	 16			7		
ME OF FATHER (Or male guardian)							
	ADDRESS				TELEPHO	NE NO.	
ME OF MOTHER (Or female guardier)	Zul Washin	gton Ave. N.Y. 5	8. x	LY.	WE 3-41	.d.	
	ADDRESS				TELEPHO	NE NO.	
AT MEMBER(S) OF YOUR FAMILY IF ANY, HAIRED IN AN EMERGENCY.	S REEN YOUR OF				5570		
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Wife B	EDION TO DE MOTIEM						
ME (Mr., Mrs., Miss) (Lost-First-Middle.		ED IN CASE OF EMERGED	KCY				
Mrs. Darot	- B	THER CNOT WITTING		RELATIO	NSHIP		
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INESS ADDRESS (No. Street City	V.		- 3			NUMBER	
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HIS INDIVIDUAL AUTHORIZED TO MAKE DEC who can make such decisions in case of emerge	EN DESIGNATED AS Y	OUR EMERGENCY ADDRE	SSEET	(II answ		YES	77 %

MEMORANDUM FOR:

William M. Kent

SUBJECT

Commendation

You were mentioned particularly as one who performed your duties with distinction in support of the mission outlined in Project JMATE. Your cooperation, enthusiasm and the untiring application of your experience and knowledge with confidence and conviction has been a real credit to you and to your office. Even though you may have been subjected to disappointments and personal inconveniences, you gave more than is normally expected and your performance and contribution is worthy of special praise.

Thank you personally for this contribution.

Western Hemisphere Division

4. While consideration has been given Mr. Kent with regard to an Honor and Merit Award, it appears more appropriate that he be granted a Quality Step Increase.

William V. Broe Chief, Western Hemisphere Division

APPROVAL RECOMMENDED;	
Secretary, CS Panel Section B	3 June 1966 Date
CONCUR:	
- DDP/OP	6 Juni 1966
APPROVED:	
Director of Personnel	Date 66

STANDARD FORM 61 (REVISED AUGUST 190)
PROMULGATED BY CIVIL SERVICE COMMISSION
FEDERAL PERSONNEL MARIJAL

# APPOINTMENT AFFIDAVITS

IMPORTANT.—Before swearing to these appointment affidavits, you should read and understand the attached information for appointee

(Department or agency)	(Bureau or division) (Place of employment)
I, WILLIAM M. KENT	, do solemnly swear (or affirm) that—
domestic: that I will bear true faith ar	itution of the United States against all enemies, foreign and allegiance to the same; that I take this obligation freely ose of evasion; that I will well and faithfully discharge the to enter, SO HELP ME GOD.
that advocates the overthrow of the Gounconstitutional means or seeking by for Constitution of the United States. I d	I do not advocate nor am I a member of any organization vernment of the United States by force or violence or other ree or violence to deny other persons their rights under the o further swear (or affirm) I will not so advocate, nor will n during the period that I am an employee of the Federal
so engage while an employee of the Gov an organization of Government employe	THE FEDERAL GOVERNMENT  not the Government of the United States and that I will not vernment of the United States; that I am not a member of the that asserts the right to strike against the Government, while a Government employee, become a member of such that it is not a member of such that a government employee, become a member of such that is not a member of s
D. AFFIDAVIT AS TO PURCHASE AND SAL I have not paid, or offered or promis firm or corporation for the use of influen	sed to pay, any money or other thing of value to any person,
E. AFFIDAVIT AS TO DECLARATION OF AF	PPOINTEE
	tion of Appointee on the reverse of this form are true and
2 January 1952 (Date of entranction duty)	William M. Keur (Bignature of appointee)
Subscribed and sworn before me this 2nd	January 52, A. D. 19 52,
at	WASHINGTON, D. C.
(City)	Robert Hayes  Appl Clinks  (State)
NOTE.—If the oath is taken before a Not be shown.	ary Public the date of expiration of his commission should

either training or performance of duty is deemed unsatisfactory by CIA, you will be offered other types of employment if available, or your employment will be terminated.

6. Your appointment is for such time as your services may be required and funds are available for the work of CIA. Notice of termination will be given you by procedure similar to that provided by Civil Service rules and regulations.

Official authorized to sign lefters of appointment.

I accept the above agreement as a condition of my employment by CIA.

William M. Kent 2 Jan. 1952 Employee Date

## CENTRAL INTELLIGENCE AGENCY 2450 E STREET NW. WASHINGTON 25, D. C.

Date 2 amuary 52

### Dear WILLIAM M. KENT

1. This is to notify you that the United States Government, as represented by the Central Intelligence Agency, has accepted your employment effective

Position: ADMIN. CLERK

Base Salary: 08-5 \$3/10.

### 2. You will be:

- a. Entitled to annual and sick leave in accordance with Civil Service Commission rules and regulations, or such other provisions of law or regulations as may be established in lieu thereof.
- b. Reimbursed for travel expenses in accordance with CIA Regulations or Standardized Government Travel Regulations, as amended.
- c. If stationed cutside continental United States, granted such monetary allowances as are prescribed by CIA Regulations.
- 3. As a condition of your employment by the Central Intelligence Agency, you are subject to assignment to tours of duty at posts outside the continental United States. Each time you are so assigned, unless otherwise specified in advance by CIA, you will be required to remain at the post to which assigned for a period of 24 months from the date of arrival thereat, unless sooner transferred, reassigned or separated for reasons beyond your control. If you wish to return to the United States for personal reasons during that period, all travel and transportation costs incident to such return will be borne by you, with no expense to the Government.
- 4. If this employment is for assignment to an overseas post, it is understood and agreed that, unless earlier separated for reasons beyond your control, you will remain in Government service for 12 months after your arrival at your first overseas post, and if you violate this agreement, any money expended by the United States on account of your travel and the transportation of your immediate family and household goods will be considered a debt due to the United States.
- 5. Employment is conditioned upon satisfactory completion of the training courses prescribed by CIA and satisfactory performance of duty for a total period of six months from date of employment. In the event

# Security Information

- 6. If you should receive any sums required under the terms of this letter of appointment from or through your cover instrumentality, such sums will be used to offset amounts due and payable by CIA. Sums thus received through your cover instrumentality are acknowledged and agreed to be payment by CIA within the provisions of this letter of appointment.
- 7. Your employment under this letter of appointment is subject to the availability of the appropriations for the functions of CIA. Upon termination of your cover employment, you will revert to normal staff employee status upon the effective date of the termination of your employment hereunder, unless for good and sufficient cause, such as misconduct or demonstrated incompatence, such reversion would be opposed to the efficiency and best interests of CIA. The termination of this appointment will not release you from the provisions of any security eaths you will be required to take.
- 8. Authorized instructions from CIA received by you in briefing or training will be deemed a part of this letter of appointment and are incorporated herein to the extent that such instructions are not inconsistent with the terms hereof
- 9. Any additional provisions or arrangements will be contained in supplemental documents.

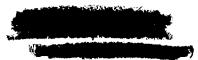
CENTRAL INTELLIGENCE AGENCY

Personnel Division, Covert

ACCEPTED:

Kant William Morres

### Security Information



Central Intelligence Agency

Washington, D. C.

Kent, william Morris

1. Pursuant to the authority vested in me by Section 5.2 of the Confidential Funds Regulations, you are hereby appointed an employee of the Central Intelligence Agency in the capacity of a staff agent at a salary of \$ 3715.00 grade GS-6

This appointment will be effective 10 June 1952.

If security considerations permit, appropriate deductions will be made for retirement and withholding tax purposes. In any event, it shall be your responsibility to report income received from CIA hereunder in accordance with existing Federal income tax laws and regulations.

- 2. The conditions of your employment will be in accordance with established CIA procedures for an employee of similar grade and salary provided, however, that where necessary, in the interests of preserving your cover and the security of CIA, established procedures will not be followed in all details. However, there will be substantial compliance with such procedures. Termination of this appointment will be in accordance with established procedures.
- 3. Where authorized, you will receive living-quarters and cost-of-living allowances, travel and transportation expenses and other emoluments of your position with CJA. You will account for such allowances, travel, and operational expenses in substantial compliance with CJA regulations or the established policies of your cover facility whichever is directed by CJA.
- 4. For the purpose of your employment hereunder, you will be required to accept employment or adopt necessary cover other than with CIA in a manner directed by CIA. In the event the circumstances of your cover are altered to such an extent that CIA deems it undesirable to continue further use by you of such cover, it is intended that your services will be continued by CIA in some other appropriate capacity or position.
- 5. a. If, in the performance of your cover service, you assume the custody of or take title of record to property of any nature whatscever and wherever situate, which property has in fact been purchased with monies of the U.S. Government, you hereby recognize and admowledge the existence of a trust relationship, either express or constructive, and you agree to execute whatever documents may be required by CIA to evidence this relationship.
- b. It is expressly understood and agreed that any and all documents which you may execute in the course of such cover employment are subordinate to this agreement and any contradiction in terms which may in any way appear to amplify, extend or restrict your rights and/or obligations hereunder shall be resolved by this agreement which shall always be dominant.

### Security Information

Date: 6 June 1952

Central Intelligence Agency 2430 E Street, N. W. Washington, D. C.

### Centlemen:

- 1. In accordance with the policy of this agency, it is understood and agreed by me that I shall be required to serve a minimum term of two years from the date of my arrival at my overseas post of duty, unless terminated by the Government for its convenience. If the assignment is terminated at my request in less than twenty-four months, the following shall prevail:
- (a) If I resign in less than twelve months from the date of my arrival at my overseas post of duty, I shall reimburse CIA for all travel expenses involved in the transportation of myself, my immediate family, household goods, and personal effects and automobile to the foreign station, and pay all such expenses for return to the United States.
- (b) If I resign between the twelfth and twenty-fourth month from the date of my arrival at my overseas post of duty, I shall pay all expenses for the travel and transportation of myself, my immediate family, household goods, and personal effects and automobile to the United States.
- 2. Part (a) above shall not apply to employees who have served in a departmental position with CIA or who have served an overseas tour of duty with CIA, and in such case part (b) only shall apply, amended to read: "If I desire to terminate or return to the United States prior to the expiration of twenty-four months from the date of my arrival at my overseas post of duty, I shall pay all expenses for the travel and transportation of myself, my immediate family, household goods, and personal effects to the United States".

Witness:		
	Kent, Whitiam	Morris

SECRET Security Information

FORM NO. CONFIDENTIAL Dec. 1947 51.53 STATUS AND EFFICIENCY REPORT Replaces Form No. 55-2 which may continue to be used. INSTRUCTIONS ON SEVERSE SINC SECTIONS I THROUGH S WILL BE COMPLETED BY EMPLOYEE. TYPEWRITER WILL BE USED IF POSSIBLE MIDDLE NAME\_IPRINTED: LAST FIRST CAF RATING SALARY 16 June 1952 \$4205 05-7 DUTIES SINCE LAST EFFICIENCY REPORT. (LIST MOST RECENT FIRST, DESCRIBE CONCISELY BUT FULLY) 3. IF COURSES OF INSTRUCTION WERE COMPLETED DURING PERIOD OF THIS REPORT, LIST TITLE, LOCATION OF SCHOOL, LENGTH OF COURSE AND DATE COMPLETED. UNDERSTANDING 5. MY PREFERENCE FOR NEXT DUTY AFTER TERMINATION OF CUR-SPEAKING 4.PROFICIENCY IN READING EXC | 0000 | FATE FORTEGN LANG. RENT ASSIGNMENT IS: (IF IN US-SO STATE) EXC SOOD FAIR . EXC GOOD FAIR Operations Officer x х Spanish x Italian x X  $\mathbf{x}$ creach x X X Cuba German X X Х This are of more in order of presentation S. HAVE THERE BEEN ANY CHANGES IN PERSONAL STATUS SINCE ORIGINAL EMPLOYMENT OR LAST REPORT - WHICHEVER IS LATER? YES NUMBER OF DEPENDENTS VE 8 EMERGENCY ADDRESSEE YES IF THE ANSWER TO ANY OF THE ABOVE IS YES, ATTACH A SEPARATE DETAILED REPORT IN DUPLICATE HERETO, IN THE CASE MARRAIGE. THE REPORT WILL INCLUDE NAMES, ADDRESSES, AND CITIZENSHIP OF SPOUSE, FATHER-IN-LAW, MOTHER-IN-LAW, X No X No IN THE CASE OF STOTHERS IN LAW AND SISTERS IN LAW. 8 June 1954 3472 Mon Mori 100 SECTIONS 7 THROUGH IT TO BE COMPLETED BY IMMEDIATE SUPERVISOR 7. PERIOD COVERED BY THIS REPORT OCCASION FOR REPORT ARMUAL TREASSIGNMENT OF PROPOSED REASSIGNMENT COVERING INITIAL SO REPORTED ON DAYS OF EMPLOYMENT June 53 31 May PERFORM ALL PRESENT DUTIES? NO FOR OTHER DUTIES? IF SO. WHAT DUTY OR DUTIES Intelligence Officer O Operation after Headquarters training. DO YOU CONCUR IN EMPLOYEES DESCRIPTION OF DUTIES UNDER SECTION 27 YES HO IF NO. EXPLAIN IN SECTION 15
HAS EMPLOYEE STRIVEN FOR X YES DO YOU RECOMMEND EMPLOYEE YES 15 SO. TO SHAY GRADE AND FOR WHAT POSITIONY
PROFESSIONAL IMPROVEMENT? NO FOR PROMOTION? 9. FOR EACH FACTOR OBSERVED CHECK THE APPROPRIATE BOX TO INDICATE NOW THE EMPLOYEE COMPARES WITH ALL OTHERS OF THE SAME CLASSIFICATION WHOSE PROFESSIONAL ABILITIES ARE KNOWN TO YOU FERSONALLY. DO NOT LIMIT THIS COMPARISON TO THE OTHERS NOW UNDER YOUR SUPERVISION, DO NOT HESITATE TO MARK 'MOT OBSERVED' ON ANY QUALITY WHEN APPROPRIATE. UNSAT . HOT 007-RATING FACTORS ..... ... .... -TORY .... A. ABILITY TO WORK AND GET ALONG WITH PEOPLE X B. INTEREST AND ENTHUSIASM IN WORK X C. SECURITY CONSCIGUENESS ABILITY TO GRASP INSTRUCTIONS AND PLANS E. ATTENTION TO DUTY x F. JUDGMENT AND COMMON SENSE B. ABILITY TO OBTAIN RESULTS AND GET THINGS DONE x H. DISCRETION I. INITIATIVE X J. ABILITY TO HANDLE AND DIRECT PEOPLE. K. PERFORMANCE OF PRESENT DUTIES (ITEM 2) x L. ABILITY TO EVALUATE INTELLIGENCE INFORMATION M. TACT N. SAGACITY (NON-GULLIBILITY) O. LEADERSHIP P. PHYSICAL STAMINA Q. MENTAL STAMINA x 13. INDICATE YOUR ATTITUGE TOWARD HAVING THIS EMPLOYEE UNDER YOUR COMMAND OR SUPERVISION. WOULD YOU DEFINITELY PREFER NOT BE SATISFIED BE PLEASED PARTICULARLY NOT WANT HIM? TO HAVE HIM? TO HAVE HIM? ENTER HERE ANY DESIRED REMARKS PERTAINING TO PARTICULAR QUALIFICATIONS OR LACK THEREOF WHICH ARE CONSIDERED PERTINENT TO THE EVALUATION OF THIS EMPLOYEE. OUTSTANDING ASSETS AND/OR SERIOUS LIMITATIONS SHOULD BE STATED CHMENDATIONS AS TO REASSIGNMENT WILL BE GIVEN IF APPROPRIATE TO THIS REPORT. ALSO REASONS FOR ANA treliable, willing and dependable and has done an excellent Corbuston job at the airport.

Corb

Report prepared Ly is on hore leave.

<del>immodiate supervisor</del>

- 7. Your employment is conditioned upon satisfactory completion of the training courses prescribed by CIA and satisfactory performance of duty for a total period of 12 months from the date of employment. In the event either training or performance of duty is deemed unsatisfactory by CIA, you will be considered for other types of available employment for which you are suited, or your employment will be terminated.
- 8. Your appointment is for such time as your services may be required and available funds permit.

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OILICE	ΟI	rersonnel	

I accept the above agreement as a condition of my employment by CIA.

(Employee) 5 ()

5 () choler 1951 (Date)

Date\_\_\_ 5 Oct 1956

## Dear Mr. Kent:

1. This is to notify you that the United States Government, as represented by the Central Intelligence Agency, has accepted your employment effective 8 October 1956.

Position:

Area Ops Officer

Base Salary:

\$6390.00 per annum

- 2. You will be entitled to receive annual and sick leave, retirement coverage and such other employee benefits as may be provided by Agency regulations or applicable Federal laws and regulations.
- 3. As a condition of your employment by the Central Intelligence Agency, you are subject to assignment to tours of duty at posts outside the continental United States. Each time you are so assigned, the duration of the tour of duty will be prescribed in advance and will normally consist of a period of 24 months. You will be required to serve the prescribed period of the overseas tour of duty from the date of arrival at your overseas post of duty unless this tour is sooner terminated by the Government for its convenience or it is terminated for circumstances that are considered by the Agency to be beyond your control.
- 4. If you terminate your assignment at an overseas post of duty for reasons within your control in less than 12 months from the date of arrival at the overseas post of duty, it is understood and agreed that you will be liable for reimbursing CIA for all travel expenses, including storage and per diem, incurred by the Government in the transportation of yourself, your dependents, household effects and automobile to your overseas post of duty, and you will pay all return travel and transportation expenses to the United States.
- 5. It is further understood and agreed that if you terminate your overseas assignment for reasons within your control subsequent to the twelfth month but prior to the completion of your prescribed tour of duty, you will pay all return expenses for the travel and transportation of yourself, your dependents, household effects and automobile to the United States.
- 6. If you wish to return to the United States for personal reasons during your overseas tour of duty, all travel and transportation costs incident to such return will be borne by you, with no expense to the Government.

# **DECLARATION OF APPOINTEE**

This form is to be completed before entrance on duty. Answer all questions. Any false statement in this eclaration will be grounds for cancellation of application or dismissal after appointment. Impersonation is a riminal offense and will be prosecuted accordingly.

RESENT ADDRESS (street and number, or	ty and State)							
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olation; (3) the name and location of alty imposed, if any, or other dispo- pointed, your fingerprints will be to							······································	******
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	INSTRUCTI	DNS	TO /	PPOIN'	TING OFFICER			

sppointing officer before whom the foregoing certificate is made shall ine to his own satisfaction that this appointment would be in conformance at Civil Service Act, applicable Civil Service Rules and Regulations and Congress pertaining to appointment, form should be checked for holding of office, pension, suitability in conwith any record of recent discharge or arrest, and particularly for the age.

lentity of appointes.—It is the duty of the appointing officer to against inpersonation and to determine beyond reasonable doubt that the tee is the agree person whose appointment was authorized. The ho's signature and handwriting are to be compared with the application other ipertinent papers. If the appointe qualified in a written examination short, which was signed in the examination room. His physical note may be checked against the medical certificate. The appointee to be questioned on his personal history for agreement with his previous mits.

(2) Age — If definite age limits have been established for the position, it should be determined that applicant is not outside the figure for appointment, until such determination is made, the appointment may not be consummated.

(3) Citizenship.—The appointing officer is responsible for observing the citizenship provisions of (1) the Civil Service Rules and (2) appropriation acts, Form 61 constitutes an affidavit for both purposes and is acceptable proof citizenship status in the absence of conflicting evidence. In doubtful cares the appointment should not be consummated until clearance has been secured from the certifying office of the Civil Service Act provides that

the certifying office of the Civil Service Commission.

(4) identhers of Family.—Section 9 of the Civil Service Act provides that whenever there are already two or more members of a family serving under probational or permanent appointment in the competitive service, no other member of such family is eligible for probational or permanent appointment in the competitive service. The appointments of persons entitled to veteran preference are not subject to this requirement. The members-of-family provision does not analy to temperary appointments. Doubtful cases may be referred to the appropriate office of the Civil Service Commission for decision.

U. S. GOVERNMENT PRINTING OFFICE 15-55160-2

# APPOINTMENT AFFIDAVITS

IMPORTANT.—Before swearing to these appointment affidavits, you should read and understand the attached information for appointee

******	CENTRAL DITELLIGENCE AC	ENCY	Washington, D. C.
	(Department or agency)	(Bureau or division)	(Place of employment)
I,	William M. Kent	do	solemnly swear (or affirm) that-
A. DATH	OF OFFICE	, 40	solemny swear (or amrm) that—
I w domesti without	ill support and defend the Corc; that I will bear true faith	and anegrance to the sa	tates against all enemies, foreign and me; that I take this obligation freely will well and faithfully discharge the
B. AFFID	AVIT AS TO SUBVERSIVE ACTIV	ITY AND AFEILIATION	
I as that adv unconstitu Constitu	n not a Communist or Fascist vocates the overthrow of the C itutional means or seeking by ution of the United States.	do not advocate nor dovernment of the United force or violence to deny	am I a member of any organization i States by force or violence or other other persons their rights under the irm) I will not so advocate, nor will at I am an employee of the Federal
C. AFFID	AVIT AS TO STRIKING AGAINST	THE ECDEDAL COVERN	APACT
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firm or c	orporation for the use of influence	used to pay, any money o	or other thing of value to any person,
	AVIT AS TO DECLARATION OF		uithent.
The correct.	answers given in the Declar	ation of Appointee on the	he reverse of this form are true and
	at 1956 the of entrance on duty)	b:W	(Signature of appointee)
Subscribed	d and sworn before me this	3th day of	October , A. D. 19 56,
at	Washington		D. C.
	(City)		(State)
	SEAL)		
	[SEAL]		Signature of officer).
	74 .4		
NOTE.	If the oath is taken before a No be shown.	tary Public the date of e	xpiration of his commission should

16-68160-2



# CENTRAL INTELLIGENCE AGENCY WASHINGTON 25. D. C.

# OFFICE OF THE DIRECTOR

5 DEC 1956

MEMORANDUM FOR:

William M. Kent

SUBJECT:

Notification of Membership in the Career Staff

- 1. On behalf of the Director of Central Intelligence, it gives me pleasure to inform you that your application for membership in the Career Staff has been accepted by the CIA Selection Board. The effective date of your membership is 27 December 1954.
- 2. Please indicate that you have received this notification by signing in the space provided below and return it to the Head of your Career Service. He will forward it to the Executive Director of the CIA Selection Board.
- 3. Because your membership in the Career Staff is classified information, it is necessary that this notification be conveyed to you in this manner. The application for membership which you signed has been endorsed on behalf of the Director of Central Intelligence by the Executive Director of the CIA Selection Board and placed in your permanent Official Personnel Folder.

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE

Harrison G. Reynolds Chairman, CIA Selection Board

Career Service Staff Office of Personnel

49 JAN 1957.

Noted:

. 511. 1 APR 55

William M. Ren

Date: 18 Tolerember 1956

SECRET

(4)

## 20 DEC 1965

MEMORANDUM FOR: Deputy Director for Plans

ATTENTION DDP/OP

SUBJECT

Request for Quality Step Increase (HR 20-37),

Mr. William M. Kent, GS-13

On the basis of the information presented below, it is recommended that a Quality Step Increase be approved for Mr. William M. Kent.

- 2. Mr. Kent has made a most valuable contribution to the Covert Action mission of this Division. On occasion of the discovery of a Cuban arms cache in Venezuela in November 1963, of the January 1964 riots in Panama, of the April 1965 revolution in the Dominican Republic, of many other crises and situations which have developed, Mr. Kent immediately took the initiative within and outside this Division for the initiation and coordination of Covert Action efforts to safeguard the U.S. image and support U.S. objectives in each case; this, of course, without neglecting his other, routine, day-to-day responsibilities. Mr. Kent has been energetic, imaginative, and professional in his work to a degree much beyond that normally found or expected. He speaks excellent Spanish, and this has been an essential ingredient in his critical abilities in the handling of his assigned tasks.
- 3. Mr. Kent has been with the WH Division's Covert Action Staff since 1963. In 1964, he attended the Midcareer Executive Development Course No. 4. He has consistently maintained a very high level of competence, conscientious application, and strong dedication to his duties. In this connection, despite an illness which lasted from December 1964 to July 1965, he took only two days of sick leave and did not allow his work performance to suffer. There is every reason to believe that Mr. Kent's exceptional proficiency and effectiveness will continue.

1 6 JUN 1966

MEMORANDUM FOR: Head, Clandestine Services

SUBJECT

Career Service

: Notification of Approval of
Quality Step Increase William M. Kent

- I am pleased to send to you the attached elficial notification of the approval of the Quality Step Increase which you recommended for this employee.
- 2. As this award is designed to encourage excellence by recognizing and rewarding the employee, may I ask that you arrange to have this Canlity Step increase presented at an appropriate coremony.

Emmet D. Echole
Director of Personnel

Distribution:

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OP/DD/RP/PD/

(16 June 1966)

SECRET

6660F 1 Excluded from automatic downgrading and declassification In view of your contemplated cover assignment, you have been designated a Staff Agent. The purpose of this Supplement is to call your attention to existing policies which are particularly material to you while you are so designated and to set forth certain rights and obligations incident to your status as an appointed employee.

- I. Payroll Administration. As indicated in your Staff Agent Personnel Action, your present salary and grade are \$16.00 per annum and 68.13. respectively. As an appointed employee of the Government you are entitled to receive and retain only the salary, allowances and other benefits applicable to that status. However, certain procedural variations will be followed to preserve the security of your cover position.
  - (a) The gross emoluments that you receive from your cover activities will be retained by you as an offset against the gross emoluments due you from this organization. If cover emoluments ever exceed those due you from this organization, the overage is to be remitted to this organization on a monthly basis, unless a different period is specified.
  - (b) Your Federal income taxes will be withheld and reported in conformance with R 20-661 or any subsequent regulations or procedures promulgated by this organization. For your information, this organization shall withhold from the gross payments due you, Federal income taxes in an amount which, when added to the income taxes withheld by your cover facility, will equal the tax withholdings normally made from your gross taxable compensation with this organization. Taxes will be withheld from the differential due you by this organization. If there is no differential or if it is insufficient, you will be required to make tax remittances be conformance with HB 20-661-1.
  - (c) This organization will deduct from the gross payments due you an amount equivalent to six and one-half per cent (6 1/2%) of your gross salary for contribution to the Civil Service Retirement Fund. This amount will be deducted from the differential due you by this organization. If there is no differential or if it is insufficient, you will be required to make direct remittances to this organization in satisfaction of the required contributions. The Agency will not reimburse you for mandatory social security deductions required by virtue of your cover employment.
- 2. Nonofficial Cover Premium Pay. You are hereby authorized Nonofficial Cover Premium Pay in conformance with applicable organizational policies and issuances. For your information, currently this premium pay is ten per cent of your base salary and represents additional taxable compensation to you.
- 3. Place of Assignment. This Supplement is predicated upon a domestic PCS assignment under non-Governmental cover. Any deviation therefrom will require a new Supplement or so amendment becato.

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UNITED STRIED GOVERNMENT

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EUPPLINET TO STATE PROBLEM ACTION

FOR STATE OF THE SOURCE ACTION

William on Kent m. Kent

Reference is made to your Staff Supplement, effective 31 July 1966.

Effective 30 July 1967 your authorization to receive nonefficial cover premium pay is terminated. As of that date, your Staff Supplement is smeaded by deleting therefrom paragraph two (2).

All other terms and conditions of the Supplement remain in full force and effect.

UNITED STATES COVERNMENT

Personnel Officer

The state of the s

20 July 1966

THIS IS TO CERTIFY THAT I AM AWARE OF THE PROVISIONS OF HANDBOOK 20-4,

PATED 7 OCTOBER 1967 CONCERNING THE PERSONAL CONDUCT OF AGENCY EMPLOYEES.

William M. Kent

S-E-C-R-E-T

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The authorization to process this employee's disclaim of proficiency in the language factors indicated on this form is contained in a memorandum on file and designated "language Proficiency Disclaim File", located in the Qualifications Analysis Branch, Office of Personnel.

# ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE

FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT
AGENCY INSTRUCTIONS
ON BACK OF ORIGINAL

### TO COMPLETE THIS FORM-

### FOLLOW THESE GENERAL INSTRUCTIONS:

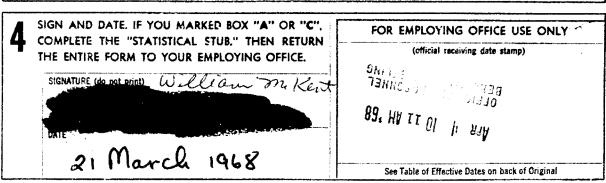
· Read the back of the "Duplicate" carefully before you fill in the form.

FILL IN THE IDENTIFYING INFORMATION BELOW (please print or type):

- Fill in BOTH COPIES of the form. Type or use ink.
- Do not detach any part.

5/1

Z	NAME (last)	(first)	(middle)	DATE OF BIRTH (month, day, year)	SOCIAL SECURITY NUMBER					
				/29						
	EMPLOYING DEPARTMENT KENT, LU	illian	Øm.	LOCATION (City, State, ZIP Code)						
2	MARK AN "X" IN	ONE OF THE B	OXES BELOW (	lo NOT mark more than one;	:					
J	Mark here if you WANT BOTH optional and regular insurance	ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE  I elect the \$10,000 additional optional insurance and authorize the required deductions from my salary, compensation, or annuity to pay the full cost of the optional insurance.  This optional insurance is in addition to my regular insurance.								
	Mark here	DEC.	LINATION OF OPTI	ONAL (BUT NOT REGULAR) IN	ISURANCE					
	if you DO NOT WANT OPTIONAL but do want regular insurance	at the of in	If insurance until at ie time I apply for i	dditional optional insurance. I un least 1 year after the effective da it I am under age 50 and presen and also that my regular insurance ial insurance.	te of this declination and unless it satisfactory medical evidence					
	Mark here	WAN	ER OF LIFE INSU	RANCE COVERAGE						



optional insurance unless I have the regular insurance.

ORIGINAL COPY-Retain in Official Personnel Folder

(C)

if you WANT NEITHER

regular nor optional

insurance

SECRET

I desire not to be insured and I waive coverage under the Federal Employees Group Life Insurance Program. I understand that I cannot cancel this waiver and obtain regular insurance until at least I year after the effective date of this waiver and unless at the time I apply for insurance I am under age 50 and present satisfactory medical evidence of insurability. I understand also that I cannot now or later have the \$10,000 additional

STANDARD FORM No. 176-T JANUARY 1968 (For use only until April 14, 1968) 176-101

# ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE

FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

**IMPORTANT** AGENCY INSTRUCTIONS ON BACK OF ORIGINAL

# TO COMPLETE THIS FORM-

# FOLLOW THESE GENERAL INSTRUCTIONS:

- Read the back of the "Duplicate" carefully before you fill in the form.
   Fill in BOTH COPIES of the form. Type or use ink.

	Do not detacn.	The state of the s		
2	FILL IN THE IDENTIFYING I	NFORMATION BELOW	(please print or type):	
Z	NAME (last) (first)	LLIAM (middle)	DATE OF BIRTH (month, day, year)  5-9-29	SOCIAL SECURITY NUMBER
	EMPLOYING DEPARTMENT OR AGENC	The state of the s	LOCATION (City, State, ZIP Code)	
	HAVE YOU EVER BEFORE FILED AN "E If "YES," your last such form remains Employees on page 4.)	LECTION, DECLINATION, OR WAI in effect and you should not file (	VER OF LIFE INSURANCE COVERAGE"? this new form unless you want to change	☐ YES ☐ NO the old one. (See Instructions for
3 "	MARK AN "X" IN ONE OF T	HE BOXES BELOW (de	NOT mark more than one):	
if W OI re	fark here you VANT BOTH ptional and egular ssurance (A)	I elect the \$10,000 addit from my salary, compens	. (IN ADDITION TO REGULAR) ional optional insurance and aut ation, or annuity to pay the full din addition to my regular insurance.	horize the required deductions
if Di O do re	tark here you O NOT WANT PTIONAL but o want egular ssurance	I decline the \$10,000 add	NAL (BUT NOT REGULAR) INS littional optional insurance. I undi- ast 1 year after the effective data I am under age 50 and present id also that my regular insurance insurance.	erstand that I cannot elect op-
if W re op	lark here you /ANT NEITHER egular nor ptional isurance (C)	surance until at least 1 ye I apply for insurance I am surability. I understand a	and I waive coverage under the erstand that I cannot cancel this ar after the effective date of this under age 50 and present satisfilso that I cannot now or later have the regular insurance.	waiver and obtain regular in- waiver and unless at the time
	ATE AND SIGN. RETURN THOOUR EMPLOYING OFFICE.	HE ENTIRE FORM TO	FOR EMPLOYING	OFFICE USE ONLY
	SIGNATURE (do not print)  William M	. Keur		ing data stamp)
	March 30, 197	0	SSI	L CHESTE
			See Table of Effective	Dates on back of Original

ORIGINAL COPY—Retain in Official Personnel Folder

STANDARD FORM No. 176 APRIL 1968 FPM Supplement 870-1 176-102

See Table of Effective Dates on back of Original

11. PREFERENCE FOR NEXT ASSIGNMENT:
11A. DESCRIBE BRIEFLY THE TYPE OF WORK YOU WOULD PREFER FOR NEXT ASSIGNMENT IF DIFFERENT FROM THAT INDICATED IN ITEM NO. 9,ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICE.
I would very much like to continue in my present duties, dealing with
tunities. Should a circumstance develop for Warthern oppor-
like to be a part of it. My preference would also like to be a part of it.
in my present status and cover arrangement indefinitely.
118. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT TOUR BY CHECKING IN APPROPRIATE BOX. ALSO INDICATE PREFERENCE
COMPLETE ALL ALTERNATE CHOICES AND OPTIONS IN ALL CASES EVEN THOUGH YOU ARE REQUESTING AN EXTENSION OF YOUR
EXTEND TOURMONTHS AT CURRENT STATION TO
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RETURN TO MY CURRENT STATION
TO BE COMPLETED BY FIELD STATION
Z. IN CONSIDERATION OF THE PARTY OF
VAN ORAN MARKET
Washington Base concurs with request that he remain in his present assignment for another tour.
another tour.
TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE
A. IN CONSIDERATION OF THE EXPENSENCE AND MEDICAL PROPERTY.
AND THE STAFFING REQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENDATION FOR HIS NEXT Assignment and training.
DO Division concurs in Subject's, and Base's, desire for another
tour at washington Base. Subject has been an effective case officer
and his electiveness should be still greater by virtue of his acquireleted
experience in the Base area.
DATE 1 May 69 TITLE DCDO/I SIGNATURE STANDARD
FOR USE BY CAREER SERVICE
and town against.
EMPLOYEE NOTIFIED BY DISPATCH NO 100 -358 DATED: 20 Man 69
CABLE NO DATED:
CAREER SERVICE REPRESENTATIVE: (SIGNATURE)

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17 February 1969	CT. S	1 198253	DATE RECEIVED	BY CAREER SERVICE:	
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		TO BE COMPLETE	BY EMPLOYEE		
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9 May	Ops Officer	- GS-14/			CURRENT COVER
1929 D		- 00-14/	J DO BASE	WASHINGTON	
A. DATE OF PCS ARRIVAL	SP. REQUESTED DATE	OF SO EVER	TED DATE OF FIRS		
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or my wile.					
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major world	d geographica	l areas.	municies,	encompassin	g all the
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trative tas	rational cor	responden	ce and con	duct routing	e adminis-
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		THE PURING	THE NEXT SEVERA	L YEARS	
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FORM 202 OBSOLETE PREVIOUS

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GROUP I

COUNTY FROM AUTOMATIC

FORMICRATING AND

FECALSFIFICATION

- 4. Mr. Kent has a first rate mind, a unique flair for SA operations, and unusual language capabilities. During the Chilean crisis period he demonstrated his dedication to duty, working eleven or twelve hours a day without complaint, and his ability to make effective use of his exceptional professional talents and experience while simultaneously exercising sound judgment and leadership in his management of Branch affairs.
- 5. In view of Mr. Kent's outstanding performance under tense and trying circumstances it is strongly recommended that he be granted a QSI.

David A. Phillips Chief Western Hemisphere Division

APPROVAL RECOMMENDED:

Chairman, DDO/QSI Fanel

APPROVED:

31 JAN 1974

Director of Personnel

Date

2 0 DEC 1973

MEMORANDUM FOR: Chairman, QSI Honor and Merit Award Panel

SUBJECT:

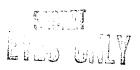
Request for QSI:

William M. Kent, GS-14

- 1. It is recommended that Mr. William M. Kent be granted a Quality Step Increase in recognition of his outstanding performance as Chief of the SA Section and Acting Deputy Branch Chief of WH/6 during the tension-filled days which preceded and followed the Chilean military coup of 11 September 1973. The nature of Mr. Kent's service to the Agency during this period has been described more fully in his most recent fitness report, which evaluated his overall performance as "Outstanding."
- 2. Mr. Kent served as Acting Deputy Branch Chief of WH/6 for five months, from mid-June to mid-November 1973, while concurrently continuing to direct the large and important Chilean covert action program with exceptional competence. Mr. Kent thus was handling two exacting jobs simultaneously during the entire coup period. This was a time of particular tension for the Branch, since developments in Chile were of international importance and generated almost daily requests for special papers and briefings for top U.S. Government leaders. Mr. Kent performed at a consistently high level in both his SA and managerial capacities: his propaganda and political action guidance was timely, imaginative and effective, while his managerial decisions as provisional head of a 15-man branch reflected sound judgment and an across-the-board foundation in clandestine operations.
- 3. A self-reliant and exceptionally talented SA officer, Mr. Kent was personally responsible for the creation and implementation of two successful Division programs -- one in the political action and one in the propaganda field -- which have made an important contribution to the achievement of U.S. policy objectives with regard to Chile. These programs are being continued even though Mr. Kent has now left the Branch to handle an exacting new staff assignment.

E2, IMPDET CL BY 024345

SECRET



3 November 1970

# MEMORANDUM FOR THE RECORD

SUBJECT: Commendation - Mr. William Kent

- 1. Mr. Kent was assigned to a high priority Task Force in WH Division from 21 September through 30 October.
- 2. During this period Mr. Kent assisted in the preparation of propaganda material and was in charge of black operations. Based on his knowledge of the Cuban Intelligence Service and Cuban modus operandi, Mr. Kent prepared several highly imaginative black operations and provided much needed advice to the Task Force on this subject. The biographic material he pulled together on a major proponent of our little drama was of exceptional value and was delivered to several U. S. as well as foreign newsmen who made extensive use of it. Mr. Kent is a well trained and resourceful Clandestine Service Operator whose work showed the stamp of professionalism and whose attitude was marked by a deep interest in his work. Mr. Kent is to be commended for his efforts on the behalf of the Task Force and for the unusual talent he brought to the job.
- 3. A copy of this commendation will be placed in Mr. Kent's personnel file.

Chief

Western Hemisphere Division

# MANAGEMENT BY OBJECTIVES SEMINAR

Student: Kent, Willaim M.

Dates: 30 June - 2 July 1975

Employee Number: 059198

Office: PS

Service Designation: D

## COURSE OBJECTIVES:

Upon completion of this Seminar, the participant should be able to:

- 1) Understand the evolution of the MBO concept.
- 2) Identify the elements of MBO and understand their utility.
- 3) Understand how MBO has been applied in certain large organizations.
- 4) Understand the major characteristics of the management system now used within each Directorate, particularly within his own Directorate.
- Define significant differences and common traits in the practice of MBO among the Directorates of the Agency.
- 6) Describe actions which might be taken to improve and strengthen the application of MBO within the Agency.

# ACHIEVEMENT RECORD:

This is a certificate of attendance only. No attempt was made to evaluate student achievement in the Seminar.

FOR THE DIRECTOR OF TRAINING



CONFIDENTIAL (when filled in)

5 December 1975

MEMORANDUM FOR THE RECORD

SUBJECT: Commendation of Mr. William Kent

During the last five months I have turned to Mr. Kent on two occasions to help the Latin America Division in connection with Senate Select Committee's investigation of covert action in Chile. When confronted with a need to produce a paper on Chile in a short timeframe, I instinctively turned to him. It was not only because he had expertise on Chile, due to service in the Chile Branch, but because he is highly skilled in written presentation. He organizes his material well and presents it in a lucid, highly readable manner. On the first occasion, he helped us prepare a paper that was eventually used by the Director in his presentation before the Senate Select Committee on 14-15 July. On the second occasion his contribution was used by the DDO in his appearance before the Senate Select Committee on 28 October. Both of these papers were excellent and have withstoood critical scrutiny.

Aside from Mr. Kenn's ability to write I would like to take this occasion to record my overall high esteem for Mr. Kent as a professional and as a person. I have always considered him to be one of our more able and promising officers. His dedication is exemplary; he has spent untold extra hours of his time carrying out his duties. Ha has good judgment and common sense. Mr. Kent has a very attractive personality and excellent personal presence. From all standpoints he is an excellent officer that deserves to move ahead in the organization. I am convinced he has the ability and potential to do so.

sigmed Raymond A. Warren

Raymond A. Warren Deputy Chief Latin America Division

cc: C/CMG/NOC C/LA/PEMS

SECRET

E2 IMPDET CL BY 009560

## CONFIDENTIAL (When filled in)

### TRAINING REPORT

## MANAGEMENT COMMUNICATION COURSE (40 hrs., full-time)

STUDENT:

William M. Kent

EMPLOYEE NO:

059198

SERVICE DESIGNATION: D

OFFICE

: CMG

DATES ATTENDED: 24-28 January 1977

## COURSE OBJECTIVES-CONTENT AND METHODS

The Management Communication Course is designed to enable students to improve managerial performance by applying communication theory and principles to daily management activity; use interpersonal communication techniques to deal more effectively with superiors, peers, and subordinates; identify and use management communication source/resource personnel within the Agency; and assess the effectiveness of communication within an organizational component.

The content of the course is presented with the use of TV, films, and relevant exercises supplementing group and individual participation. Current theory and practical application are stressed.

### ACHIEVEMENT RECORD

This is a certificate of attendance only. No attempt was made to evaluate student achievement in this course.

FOR	THE	DIRECTOR	OF	TRAINING:		•	
							3 1 JAN 1977
					Chief	Instructor	Date

CONFIDENTIAL

### TRAINING REPORT

### OFFICE OF TRAINING

## FUNCTIONAL TRAINING DIVISION

This certifies that William	am M. Kent (059198) has
completed the two day Equal Employ	
for Supervisors held 17-18 Augu	st 1976 At the
conclusion of this two-day session	, each participant will be
able to describe the following:	
<ul> <li>a) The REO Program and refor its existence;</li> </ul>	easons
b) A supervisor's respons implementing the pros	sibility in gram;
<ul> <li>c) The procedures for processints;</li> </ul>	ocessing EEO
d) The Agency's past reco Agency's Affirmative Plans; and	ord and the Action
e) The significance of Up Federal Women's, and in the overall EEO Pr	Hispanic Programs
FOR THE DIRECTOR OF TRAINING:	• .
	Course Administrator

ADMINISTRATIVE - INTERNAL USE ONLY

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NAME OF EMPLOYEE (LAST-FIF	<u> </u>	<u> </u>			
	-		RTIONSHIP OF DEF	ENDENT+	CLAIM NUMBER
Kent, William	M.	Self			77-0324
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				cial Disability	
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	eath incurred				,
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2/9/77	Ernest L		146		
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TO: Retirement Operations Branch Office of Fersonnel  RETIREE #1811AM, RESERVE  On the basis of a review of the records of the Central Cover Staff the following action is to be taken on processing retirement documentation for the person named above.  Type retirement   Civil Service   Y   CIARDS   DATE   COVER												_		·			
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YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION?	HALL S
AT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?	MAIL ROOM
1. Phases I, II, III. 2. CPO	•
HER COMMENTS (Indicate here general traits, specific port but which have a bearing on effective utilizat;	c habits or characteristics not covered elsewhers in the lon of this person):
SECT	ION VI
Read all descriptions before rating. Place "X";	n the most appropriate box under subsections A,B,C,&D
SECTIONS: Consider only the skill with which the proon has performed the duties of his job and rate in accordingly.	C. DIRECTIONS: Based upon what he has said, his actions, and any other indications, give your opinion of this person's attitude toward the organisation.
1. DOES NOT PERFORM DUTIES ADEQUATELY; HE IS INCOMPETENT.  2. BARELY ADEQUATE IN PERFORMANCE; ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES COMPETENTLY.  3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY; OCCASIONALLY REVEALS SOME AREA OF WEAKNESS.  4. PERFORMS DUTIES IN A TYPICALLY COMPETENT, EFFECTIVE MANNER.  5. A FINE PERFORMANCE; CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPT; ONALLY WELL.  6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE RATER.  IS INDIVIDUAL RETTER QUALIFIED FOR WORK IN SOME AREA?	1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE AGENCYWILL OFFINITELY LEAVE THE ORGANIZATION AT THE FIRST OPPORTUNITY.  2. HAS STRONG NEGATIVE ATTITUDE TOWARD ORGANIZA- TIONIRKED BY RESTRICTIONSREGARDS AGENCY AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING BETTER.  3. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TGWARD THE ORGANIZATION., BOTHERED BY MINOR FRUSTRA- TIONSWILL QUIT IF THESE CONTINUE.  4. HIS ATTITUDE TOWARD THE ORGANIZATION IS INDIF- FERENTHAS "WAIT AND SEE" ATTITUDEWOULD LEAVE IF SOMEDNE OFFERED HIM SOMETHING BETTER.  5. TENDS TO HAVE FAVORABLE ATTITUDE TOWARD ORGANI- ZATIONMAKES ALLOWANCES FOR RESTRICTIONS IMPOSED BY WORKING FOR ORGANIZATIONTHINKS IN TERMS OF A CAREER IN THE ORGANIZATION.  6. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE ORGANIZATIONBARRING AN UNEXPECTED OUTSIDE OPPORTUNITY, WILL PROBABLY ENDEAVOR TO MAKE A CAREER IN THE ORGANIZATION.  7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE ORGAN- IZATIONWILL PROBABLY NEVER CONSIDER WORKING ANY PLACE BUT IN THE ORGANIZATION.
RECTIONS: Considering others of this person's grade of type of essignment, how would you rate him on tentiality for assumption of greater remponsibilities normally indicated by promotion.  1. HAS REACHED THE HIGHEST GRADE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED. 2. IS MAKING PROGRESS, BUT NEEDS MORE TIME IN PRESENT GRADE BEFORE PROMOTION TO A HIGHER GRADE CAN BE RECOMMENDED. 3. IS READY TO TAKE ON RESPONSIBILITIES OF THE NEXT HIGHER GRADE. BUT MAY NEED TRAINING IN SOME AREAS. 4. WILL PROBABLY ADJUST QUICKLY TO THE MORE RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE. 5. IS ALREADY PERFORMING AT THE LEVEL OF THE NEXT HIGHER GRADE. 6. AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR RAPID ADVANCE-MENT.	D. DIRECTIONS: Consider everything you know about this person is making your rating will in job duties, conduct on the jub, personal characteristics or habits, and special defects or talents.  1. Definitely unsuitable - He should be separated.  2. Of doubtful suitability would not have accepted him if I had known what I know now.  3. A barely acceptable employee definitely below average but with no weaknesses sufficiently outstanding to warrant his separation.  4. A typical employee he displays the same suitability as most of the people I know in the organization.  5. A fine employee - has some outstanding strengths.  6. An unusually strong person in terms of the requirements of the organization.  7. Excelled by only a few in suitability for work in the organization.

		(#)	hen Fi	lled	(n)									
											1		1	
. CAN THINK ON HIS FEET.							I		1		x			
. COMES UP WITH SOLUTIONS TO PROBLEMS.											x			
. STIMULATING TO ASSOCIATES! A									x					
, TOUGH MINDED.									x					
O. OBSERVANT.									x					
I. CAPABLE.											x	l		
2. CLEAR THINKING.											X			
3. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS.													<b>X</b>	
4. EVALUATES SELF REALISTICALLY.										X	<u></u>			
5. WELL INFORMED ABOUT CURRENT EVENTS.								X						
S. DELIBERATE.							<u> </u>	L			<u> </u>			
37. EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES.			+						x	L	×			
<ol> <li>IMPLEMENTS DECISIONS REGARD- LESS OF OWN FEELINGS.</li> </ol>		-	$\vdash$					L	x					
39. THOUGHTFUL OF OTHERS.	-	<del> </del>						<u> </u>	=	<u> </u>	x			
40. WORKS WELL UNDER PRESSURE.	<del></del>	<del> </del>						L	x	 [	_			
41 DISPLAYS JUDGEMENT.  42. GIVES CREDIT WHERE CREDIT IS		<del> </del>	-	<u> </u>		-		<del></del>	=	<b>T</b>	<u> </u>			
DUE.		+									x			
45. HAS DRIVE.		<del> </del>	+-			-	<u> </u>	† <del></del>		T	x			,,
44. IS SECURITY CONSCIOUS.		+	=			<del>                                     </del>	Ī			x				
45. VERSATILE.  46. HIS CRITICISM IS CONSTRUCTIVE.	+						I	Ī		L				
47. ABLE TO INFLUENCE OTHERS.				1	<u> </u>			<u> </u>		x				
			1_							x	<u> </u>	<u> </u>	<u></u>	<u> </u>
48. FACILITATES SMOOTH OPERATION	<b>———</b>													1
48. FACILITATES SMOOTH OPERATION OF HIS OFFICE.  49. DCES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION.				<u> </u>			<u> </u>	<u> </u>	-	<u> </u>	<u> </u>	7	<u> </u>	<u></u>

A. WHAT ARE HIS OUTSTANDING STRENGTHS?

has initiative to a high degree and takes pride in carrying out his duties well. He is keenly interested in increasing his professional capabilities and shows considerable aptitude for this type of work.

B. WHAT ARE HIS OUTSTANDING WEAKNESSEST

None outstanding.

#### SECTION IV

This section is provided as an eid in describing the individual. Yours description is not favorable or unfavorable in itself but acquires its meaning in relation to a particular job or landingerent of the tampaintive words are to be interpreted literally.

On the left hand side of the page below are a series of statements that apply in some degree to most people. On the right hand side of the page are four mejor categories of descriptions. The scale within each category is divided into three small blocks; this is to allow you to make finer distinction hill pay to desire. Look at the statement on the left - then check the category on the right which best tells how much the statement applies to the person you are rating. Placing an "X" in the "Not Observed" column means you have no opinion on whether a phrase applies to an individual. Placing an "X" in the "Does Not Apply" column means that you have the definite opinion that the description is not at all suited to the individual.

STATEMENTS						CATE	GORI	ES						
ე	NOT OB- SERVED	DOES NOT APPLY	L	IES IMIT EGRE		REA	IES T SONAB EGREE	LE	ABOV	IES TE E AVE DEGREE	RAGE	OUT	IES T STAND EGREE	ING
A. ABLE TO SEE ANOTHER'S A. POINT OF VIEW.			$\boxtimes$											
B. PRACTICAL.										$\cong$				
1. A GOOD REPORTER OF EVENTS.					<u></u>				x					
2. CAN MADE DECISIONS ON HIS OWN WHEN NEED ARISES.					<u></u>				x	L			<u></u>	
3. CAUTIOUS IN ACTION.					<u></u>	I			-			-	<u> </u>	
4. HAS INITIATIVE.				<u> </u>			<u> </u>	<u> </u>				<del> </del>	x	
S. UNEMOTIONAL.				<u> </u>	<u> </u>		x	<u> </u>	-			-		<u> </u>
s. ANALYTIC IN HIS THINKING.			<u> </u>	<u>L</u>	<u> </u>		<u> </u>	1		<u> </u>	<u> </u>	_	<u> </u>	<u> </u>
7. CONSTANTLY STRIVING FOR NEW KNOWLEDGE AND IDEAS.			<del> </del>	<u> </u>	<u> </u>	<del> </del>	<u></u>		-	<u> </u>	l	X	<del> </del>	<u></u>
8. GETS ALONG WITH PEOPLE AT ALL SOCIAL LEVELS.		<del> </del>	-	<u></u>	<u> </u>	-	<u> </u>	<u> </u>			<u> </u>	<del> </del>	<u>L</u>	<u> </u>
. HAS SENSE OF HUMOR.			-		<del> </del>	-	<u> </u>	<u>                                     </u>	-	X	L	+	<u> </u>	<u> </u>
10. KNOWS WHEN TO SEEK ASSISTANCE.	<b></b>	-	-	<u> </u>	<u> </u>	<del> </del>		<u> </u>	<del> </del>	$\frac{1}{1} =$	<u> </u>	+	<u> </u>	+=
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16. CAN COPE WITH EMERGENCIES.		<del>                                     </del>	-	<u> </u>	<u> Ј</u>	+-	<del> </del>	<del> </del>	X	$\pm$	<u> </u>	+	x	T
ACCOMPLISHMENT.		+	-	<u> </u>	+	+	<del></del>	<del>                                     </del>	-	<del>† -</del>	×	+	<del>                                     </del>	<del>                                     </del>
A LONG TIME.			+	<del></del>	+	+	1	<del>                                     </del>	x	<del>                                     </del>	T	-	T	<del>                                     </del>
19. HAS WIDE RANGE OF INFORMATION	`	<del> </del>		+	1	+	<u> </u>	<del></del>	+=	x	<del>                                     </del>	1	Ť	
20. SHOWS ORIGINALITY.	+===		+=	<u> </u>	+	+-	+	1	+	+	+	x		Ť
21. ACCEPTS RESPONSIBILITIES.			+=	<u></u>	+		1	+		-	$\overline{T}$	+	+	$\exists$
22. ADMITS HIS ERRORS.		+	+	1	+	+	<del>                                     </del>	<u>-                                    </u>	X		x	+	+-	+
23. RESPONDS WELL TO SUPERVISION.		-	-	1 T	1	=	×	<del> </del>						
24. EVEN DISPOSITION.		+		İ				74		L				
TRONG SUPPORT.			9	ECRE	7						» <del>************************************</del>			

## FIELD FITHESS REPORT

The Fitness Report is an importent factor in organization personnel management. It seeks to provide:

1. The organization selection board with information of value when considering the application of an individual for membership in the career staff; and

2. A periodic record of job performance as an aid to the effective utilization of personnel.

#### INSTRUCTIONS

TO THE FIFLD ADMINISTRATIVE OR PERSONNEL OFFICER: Consult current field administrative instructions regarding the initiation and transmittal of this report to headquarters.

TO THE FIFLD SUPERVISOR: Read the entire form before attempting to complete any item. As the supervisor who

revealed by his day-to-day activities. If this individual has been under your supervision for less than 30 days, you will collaborate, if practicable, with his previous supervisors to make sure the report is accurate and complete. Primary responsibility rests with the current supervisor. It is assumed that, throughout the period this individual has been under your supervision,

you have ; strongths,	orimary e	esponsibl	the work ( (lity for on-the-job	evaluat	ing hiv	by f	requent	scharged discussio knowa whe	ns of hi	& Wor				
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5. DUE DATE	OF THIS	REPORT		7. PERIOD	COVERED B	Y THIS	REPORT	(Inclusiv	e dates)			<del>,</del>		
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		<del>~</del>	SECTION					aupervis	The state of the s	<del></del>			·	
1. CURRENT P	OSITION							ASSUMED R		ILITY	FOR PO	SITIO	N	
Operati	one of	icer					16	June 1	952					
3. STATE THE	SPECIFIC	ASSIGNMI	ENTS OR TH	ASKS WHICH	ARE TYPE	CAL OF	THOSE G	IVEN TO T	HE EMPLO	YEE DL	RING T	HE PA	ST THREE	
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<u></u>		<i>DO</i>	NOT COM		- FO			TERS US	E ONLY				*	
1. NAME O						2. NAM	E OF RE	VIEWING OF	FICIAL	N FIE	LO (Tre	u#)		
3. THIS R	EPORT DO	WAS [	WAS NOT	SHOWN TO	THE INDIA	VIDUAL	BEING RA	ATED.						1

4. DATE REPORT AUTHEN-

**BIJAN 1985** 

5. NAME AND SIGNATURE OF ADMINISTRATIVE OR PERSONNEL OFFICER AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE FITNESS REPORT AND SIGNATURES

FOR HEADQUARTERS USE ONLY

C. INDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OR WEAKN	IESS OUTWEIGHS TE OTHER CONSIDERATIONS:
C. INDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OR WEAKN	OFFICE OF PERCAL
No CEIN Francisco	- "OUNNEL
D. DO YOU FEEL THAT HE MOULTER HE OF SUPERVISIONS	•
	MAIL ROOM
E. WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?	
1. Verid Communism	
2. Anti-Communist Operations	
F. OTHER COMMENTS (Indicate here general traite, specific report but which have a bearing on effective utilization	habits or characteristics not covered elsewhere in the on of this person):
Corbuston has demonstrated, amply, above-ave	
SECTION	OH VI
	the most appropriate box under subsections A.B.C.aD
A. DIRECTIONS: Consider only the skill with which the	C. DIRECTIONS, Reved upon what he has eaid, his actions,
person has performed the duties of his job and rate him accordingly.	and any other indications, give your opinion of this person's attitude toward the organisation.
1. DOES NOT PERFORM DUTIES ADEQUATELY: HE IS	1, HAS AN ANTAGONISTIC ATTITUDE TOWARD THE ORGANIZATIO
INCOMPETENT.  2. SARELY ADEQUATE IN PERFORMANCE: ALTHOUGH HE	IZATION WILL DEFINITELY LEAVE THE ORGANIZATION AT THE FIRST OPPORTUNITY.
NAS HAD SPECIFIC GUIDANCE OR TRAINING. HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES	2. HAS STRONG NEGATIVE ATTITUDE TOWARD ORGANIZA- TIONIRKED BY RESTRICTIONSREGARDS ORGAN-
COMPETENTLY. 3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY: OCCA-	IZATION AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING BETTER.
SIGNALLY REVEALS SOME AREA OF WEARNESS.	3. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD THE ORGANIZATION SOTHERED BY MINOR FRUSTRA-
4. PERFORMS DUTIES IN A TYPICALLY COMPETENT.  EFFECTIVE MANNER.	TIONS. WILL OUIT IF THESE CONTINUE.
T S. A FINE PERFORMANCE: CARRIES OUT WANY OF HIS	4. HIS ATTITUDE TOWARD THE ORGANIZATION IS INDIF- FERENTHAS "WAIT AND SEE" ATTITUDE, WOULD
RESPONSIBILITIES EXCEPTIONALLY WELL.	LEAVE IS SOMEONE OFFERED HIM SOMETHING BETTER.
MANNER THAT HE IS EQUALLED BY FEW OTHER PER-	S. TENDS TO HAVE FAVORABLE ATTITUDE TOWARD ORGANIZATION. MAKES ALLOWANCES FOR RESTRICTIONS
SONS KNOWN TO THE RATER. IS THIS INDIVIOUAL BETTER QUALIFIED FOR WORK IN SOME	IMPOSED BY WORKING FOR ORGANIZATION. THINKS
OTHER AREAT HO YES. IF YES, WHATT	TO DESCRIPTION HAS FAVORABLE ATTITUDE TOWARD THE
	CREANIZATION., BARRING AN UNEXPECTED OUTSIDE OPPORTUNITY. WILL PROBABLY ENDEAVOR TO MAKE A
	CAREER IN THE ORGANIZATION. 7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE ORGANIZATION.
	IZATION. WILL PROBABLY NEVER CONSIDER WORKING
	ANY PLACE BUT IN THE ORGANIZATION.
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B. Discretes: Considering others of this person's grade	D. DIRECTIONS: Consider everything you know about this p'erson im making your ratingekill in job duties.
and type of evalgament, how would you rate him on potentiality for assumption of greater responsibili-	conduct on the job, personal characteristics or
ties normally indicated by promotion.	habits, and special defects or talents.
1. HAS REACHED THE HIGHEST GRADE LEVEL AT WHICH	1. DEFINITELY UNSUITABLE . HE SHOULD BE SEPARATED
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PRESENT GRADE BEFORE PROMOTION TO A HIGHER	CEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW.  3. A BARELY ACCEPTABLE EMPLOYEE. DEFINITELY BELOW
GRADE CAN BE RECOMMENDED.  3. IS READY TO TAKE ON RESPONSIBILITIES OF THE	AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY
NEXT HIGHER GRADE, BUT MAY NEED TRAINING IN	OUTSTANDING TO WARRANT HIS SEPARATION.  4. A TYPICAL EMPLOYEEHE DISPLAYS THE SAME SUIT.
SOME AREAS.  4. WILL PROBABLY ADJUST QUICKLY TO THE MORE	BILITY AS MOST OF THE PEOPLE I KNOW IN THE
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HIGHER GRADE.	STRENGTHS.
6. AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR RAPID ADVANCE-	6. AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION.
MENT.	7. EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORL
	IN THE ORGANIZATION.

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Frace the	he spaces below up to six of the most important first. Do not incl	INTO MINA	F AF HARMA	a - 6 a.	a	_				
c. For superv	rmance on each specific duty consi- isors, ability to supervise will a lee a secretary only).	dering Ol lways be	NLY effect rated as	HAI	e grijed cilic d	erform uty(do	ance of	this spec	ific d	luty.
d. Compare in	your mind, when possible, the vel of responsibility.	individu	al being	rate	d with	others	perform	ning the s	same du	ity at a
e. Two indivi duties.	duals with the same job title m					ties.	If so,	rate them	on di	fferent
f. Be specifi	c. Examples of the kind of duties ORAL BRIEFING	that min	th be rate	ed at	re: VLEDGE		CONDUCTS	INTERROG	ATIONS	<b>:</b>
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	TAKING DICTATION SUPERVISING	WRITES I	REGULATION:	Š				RUCK 'S AIR CON 'S SIGNIFI		
g. For some jo and phone	obs, duties may be broken down ever operation, in the case of a radio (	n further	if super	viso	consid	ers it	advisat	le, e.g.,	combi	ned key
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to sield	P support and guidance	5	knowl	_		A TŒ IS	-Ra will	Area .		NUMBER 6
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SECTION D.	SUITABILITY FOR	CURREN	T JOB IN	ORG	MIZATIO	)K				
pere him with at 1 - D 2 - 0 3 - A R 4 - 0 RATING 5 - A R NUMBER 6 - A	e into account here everything y of characteristics or habits, specifics or habits, specifics or habits, specifics or habits, specifics or habits. Specifics work of about the EFINITELY UNSULTABLE - HE SHOULD BOT BARELY ACCEPTABLE EMPLOYEEBELO ANT HIS SEPARATION F. THE SAME SUITABILITY AS MOST PEOFINE EMPLOYEE - HAS SOME OUTSTAND Y UNUSUALLY STRONG PERSON IN TERMS XCELLED BY ONLY A FEW IN SUITABIL!	tel dere he same E SEPARA: HAVE AC: W AVERAG: PLE ! KNI ING STRE! OF THE!	cte or tel  level.  TED  CEPTED HIM  E BUT WITH  OW IN THE  GTHS  REGILIREMEN	EF NO '		NOW HE	fits in	with you	ur tean	n. Com-
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FOR THE ADMINISTRATIVE	OFFICER: C 1:	INST	RUCTIONS		· )	
FOR THE ADMINISTRATIVE	S report to do :	rent instruct	ions for	completing thi	s report.	
FOR THE SUPERVISOR: Thi this evaluation to your mate where he stands w strengths and weaknesses	supervisor and seni	to help you or officials.	Organia	our evaluation	of your su	bordinate and to tr
trengths and weekness	Completion	of the repo	ort can h	elo vou prene		. And THIOLE the an
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ny question. If this ersonnel no later than ECTION A.	30 days after the d	rt on the em ste indicated	ployee, i	t must be comp	leted and fo	prwarded to the Off
		GE	ERAL	s, or section	A below.	
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### SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining future personnel actions.

Subject is a bright young officer who has made an outstanding contribution to the operations of the Station since his arrival on duty. He is unusually well motivated and energetic in his work. He has shown a high degree of imagination and intelligence in his direction of KUCAGE operations. He has handled his agents and other contacts in an exemplary fashion.

The only factor that has had to be discussed with Subject is his need for greater patience, tact and understanding in his dealings with fellow workers.

Subject has great potential which should not necessarily be limited to KUCAGE type activities. His abilities and attributes are of equal value to KUTUBE operations.

SECTION F	CERTIFICATION AND C	NAME NTS
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DATE	SIGNATURE OF EMPLOYEE	C, D one E of this Report.
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1 December 1959	Chief of Station	/5/ Jacob D. Esterline
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DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS

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OTHER (Specify):

SECTION E	HARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE
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This employee is an outstanding, talented and dedicated individual provides the strength of the strength in executing them. who is original in his ideas and thorough in executing them. We has been placed in most difficult positions, particularly in the handling of incompatible people and groups which he has managed without alienating either side and on various occasions accomplishing the impossible by satisfying everyone concerned. His versatility, coupled with his language ability, makes him particularly important at this time; however, I believe that his potential has not been scratched. He is circumspective, intelligent conscious and possesses administrative ability.

SECTION F	CERTIFICATION AND	COMMENTS
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report is not a	valid one.	our so take all that the lithess
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	C/WH/4	Jacob D. Esterline

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ECTION C  Take into account everything thes, productivity, conductivity,	EVALUA  EVALUA  Ing about shi not on job, o  Ne's overali  rately refle  to in many  to meets meets me  c clearly n  e clearly n  e in every  in every  CHARA  OWN WHEN I	TION OF  TION OF  THE employee cooperative performances his level in the cooperative performances his level important report requirements based based in the cooperative respect is cooperative respect is cooperative respect in the cooperative respect is cooperative respect in the cooperative respect is cooperative respect in the cooperative respect is cooperative respect in the cooperative respect in the cooperative respect is cooperative respect to the cooperative respect to	OVERA which is which is need, per control of per cequires requires requires (X) the day of the control of the control of the cequires (X) the day of the cequires (X) the day of the cequires (X) the day of the cequires (X) the day of the cequires (X) the day of the cequires (X) the day of the cequires (X) the day of the cequires (X) the day of the cequires (X) the day of the cequires (X) the day of the cequires (X) the day of the cequires (X) the day of the cequires (X) the cequires (X) the cequires (X) the cequires (X) the cequires (X) the cequires (X) the cequires (X) the cequires (X) the cequires (X) the cequires (X) the cequires (X) the cequires (X) the cequires (X) the cequires (X) the center (X) t	ALL PERFO  offluences his  rinent perso the rating p  oermance.  fails to meet is deficient ents, ements, superior, ing.  ON OF TH egree to whis  formal degree	RMAN s effect nel trai erlod, require in one	CE IN (  Itiveness its or hot place the  ments. or mare	In his e in his e ints, pen rating i importar	urrent po- pricular lir number in  trespect  pplies to degree  NOT	sition instation the best states of the best states of the second states	perference of pe	responding c	RATING NO.	Socialization of the state of t
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ike into account everythings, productivity, conductivity,	EVALUA  EVALUA  EVALUA  ict on job, c  e's averali  rately refle  Ee in many  Ee clearly a  e clearly a  e clearly a  e in every  e in every  ACHARA  OWN WHEN I	TION OF  Is employed cooperative performance in the level of the level	OVERA which is need, positive during a lost per transfer to the per transfe	ALL PERFO  offluences his  rinent perso the rating p  oermance.  fails to meet is deficient ents, ements, superior, ing.  ON OF TH egree to whis  formal degree	PRMAN s effection nai trai period, require in one E EMP ch each	CE IN (  Piveness its or hot place the  Iments, or more	In his e in his e ints, pen rating i importar	urrent po- pricular lir number in  trespect  pplies to degree  NOT	sition instation the best states of the best states of the second states	perference of pe	responding c	RATING NO.	S X X X X X X X X X X X X X X X X X X X

SECTION E	NARRATIVE DESCRIPTION OF HANNER OF JOB PERFORMANC	

Stress strengths and weaknesses demonstrated in current position. Indicate sugarifies made to employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining future personnel actions.

Mr. Kent's greatest strengths are a good, benalytical mind, skillful handling of agent personnel, fluency in languages, intimate background knowledge of targets and assets, strong loyalty up and down, good sense of humor. He has the ambition to go on to jobs calling for greater responsibility, and he has amply demonstrated his readiness to move on to such jobs.

On occasion he may forget that good staff work includes not only defining problems but recommending sound solutions as well. This is only a transitory weakness that will be corrected by more experience and training.

The undersigned would be happy to have Mr. Kent as a colleague during any future assignment.

SECTION F	CERTIFICATION AND CO	MMENTS
1.	BY EMPLOYEE	
	certify that I have seen Sections A, B, (	, D and E of this Report.
"August 196	SIGNATURE OF EMPLOYERS A	12
	William II	1. Hen
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION
10	Mr. Kent departed JMWA of this report.	WE prior to the preparation
1	IF REPORT IS NOT BEING MADE AT THIS	TIME, GIVE REASON.
EMPLOYEE UNDER MY SUP	ERVISION LESS THAN BO DAYS	REPORT MADE WITHIN LAST DO DAVE
OTHER (Specify):		MELON I WORK ALLUM ENGL SO DAYS
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
		Last Controller
	Chief of Base, JMWAV	E Robert Reynolds
3.	BY REVIEWING OFFICE	AL
Y I WOULD HAVE GIVEN THE	S EMPLOYEE ABOUT THE SAME EVALUATION.	
I WOULD HAVE GIVEN THE	SEMPLOYEE A HIGHER EVALUATION.	
	EMPLOYEE A LOWER EVALUATION.	
	VALUATIONS, I AM NOT SUFFICIENTLY FAMIL	IAP WITH THE EMBI OVERS BEREORUS
COMMENTS OF REVIEWING OFFI	CIAL	THE EMPLOTEE'S PENFORMANCE.
:		
		<del>.</del>
DATE	OFFICIAL TITLE OF REVIEWING OFFICIA	TYPED OF PRINTED NAME AND SIGNATURE
2 AUG 1961	The state of the s	RIN EL NAME AND SIGNATURE
. <del> </del>	Chief, WH/4	R, K. DAVIS
		TA TA DA VIO

SECRET 26. CAN THINK ON HIS FEET. X 27. COMES UP WITH SOLUTIONS TO PROBLEMS. 28. STIMULATING TO ASSOCIATES: A "SPARK PLUG". X 29. TOUGH MINDED. X 30. OBSERVANT. X 31. CAPABLE. X 32. CLEAR THINKING. X 35. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS. 34. EVALUATES BELF REALISTICALLY. I 35. WELL INFORMED ABOUT CURRENT EVENTS. 36. DELIBERATE. 37. EFFECTIVE IN DISCUSSIONS WITH X ASSOCIATES. 38. IMPLEMENTS DECISIONS REGARD. LESS OF OWN FEELINGS. 39. THOUGHTFUL OF OTHERS. I 40. WORKS WELL UNDER PRESSURE. I 41 DISPLAYS JUDGEMENT. 42. GIVES CREDIT WHERE CREDIT IS X DUE. 43. HAS DRIVE. X 44. IS SECURITY CONSCIOUS. X 45. VERSATILE. X 46. HIS CRITICISM IS CONSTRUCTIVE. 47. ABLE TO INFLUENCE OTHERS. X 48. FACILITATES SMOOTH OPERATION OF HIS OFFICE. 49. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION. SO. A GOOD SUPERVISOR. SECTION V

#### A. WHAT ARE HIS OUTSTANDING STRENGTHST

has initiative, originality, and "drive" to a high degree. These qualities, combined with the definite aptitude he has for KUCAGE-type work, have done much to pull the KUCAGE program at this Station out of the planning stage and to producing positive results.

B. WHAT ARE HIS OUTSTANDING WEAKNESSES?

None outstanding.

SECRET (When Filled In) SECTION IV

This section is provided all haid in describing the individual. Your description is indictious able to unfavorable in itself of industrial its meaning in relation to a particular job or assignment. The describing words are to be interpreted literally.

On the left hand side of the pass below are a series of statements that ally ain some degree to most people. On the right hand side of the pass below are a series of descriptions. The pass has been category is divided into the pass of the statement of the pass of the pass of the statement of the pass of **STATEMENTS** CATEGORIES APPLIES TO A APPLIES TO AN OUTSTANDING DOES APPLIES TO A APPLIES TO AN NOT NOT APPLY REASONABLE 08. ABOVE AVERAGE SERVED DEGREE DEGREE DEGREE DEGREE A. ABLE TO SEE ANOTHER'S POINT OF VIFW. B. PRACTICAL. 1. A GOOD REPORTER OF EVENTS.

2.	CAN MAKE DECISIONS ON HIS OWN.		I	†				x				
3.	CAUTIOUS IN ACTION.				X							
4.	HAS INITIATIVE.									X		
5.	UNEMOTIONAL.					X	1					
	ANALYTIC IN HIS THINKING.						X					
7.	CONSTANTLY STRIVING FOR NEW KNOWLEDGE AND IDEAS.									X		
8.	GETS ALONG WITH PEOPLE AT ALL SOCIAL LEVELS.								X			
•.	HAS SENSE OF HUMOR.								I			
10.	KNOWS WHEN TO SEEK ASSISTANCE.								I			
11.	CALM.					I						
12.	CAN GET ALONG WITH PEGPLE.								I			
13.	MEMORY FOR FACTS.						X					
				-								
14.	GETS THINGS DONE.										X	
	GETS THINGS DONE.  KEEPS ORIENTED TOWARD LONG TERM GOALS.									X	X	
15.	KEEPS ORIENTED TOWARD LONG								X	x	X	
15.	KEEPS ORIENTED TOWARD LONG TERM GOALS.								X	x	X	
15. 18. 17.	KEEPS ORIENTED TOWARD LONG TERM GOALS.  CAN COPE WITH EMERGENCIES.  HAS HIGH STANDARDS OF									X	X	
15. 16. 17. 18.	KEEPS ORIENTED TOWARD LONG TERM GOALS.  CAN COPE WITH EMERGENCIES.  HAS HIGH STANDARDS OF ACCOMPLISHMENT.  HAS STAMINAL CAN KEEP GOING A LONG TIME.  HAS WIDE RANGE OF INFORMATION.						X			x		
15. 16. 17. 18.	KEEPS ORIENTED TOWARD LONG TERM GOALS.  CAN COPE WITH EMERGENCIES.  HAS HIGH STANDARDS OF ACCOMPLISHMENT.  HAS STAMINAL CAN KEEP GOING A LONG TIME.						x			X		
15. 18. 17. 18. 19.	KEEPS ORIENTED TOWARD LONG TERM GOALS.  CAN COPE WITH EMERGENCIES.  HAS HIGH STANDARDS OF ACCOMPLISHMENT.  HAS STAMINA: CAN KEEP GOING A LONG TIME.  HAS WIDE RANGE OF INFORMATION.						X			x	X	
15. 16. 17. 18. 19. 20.	KEEPS ORIENTED TOWARD LONG TERM GOALS.  CAN COPE WITH EMERGENCIES.  HAS HIGH STANDARDS OF ACCOMPLISHMENT.  HAS STAMINAL CAN KEEP GOING A LONG TIME.  HAS WIDE RANGE OF INFORMATION.  SHOWS ORIGINALITY.						X			X	x	
15. 18. 17. 18. 19. 20.	KEEPS ORIENTED TOWARD LONG TERM GOALS.  CAN COPE WITH EMERGENCIES.  HAS HIGH STANDARDS OF ACCOMPLISHMENT.  HAS STAMINAL CAN KEEP GOING A LONG TIME.  HAS WIDE RANGE OF INFORMATION.  SHOWS ORIGINALITY.  ACCEPTS RESPONSIBILITIES.									x	x	
15. 18. 17. 18. 19. 20. 21. 22.	KEEPS ORIENTED TOWARD LONG TERM GOALS.  CAN COPE WITH EMERGENCIES.  HAS HIGH STANDARDS OF ACCOMPLISHMENT.  HAS STAMINA: CAN KEEP GOING A LONG TIME.  HAS WIDE RANGE OF INFORMATION.  SHOWS ORIGINALITY.  ACCEPTS RESPONSIBILITIES.  ADMITS HIS ERRORS.					X			X	x	x	

#### FIELD FITNESS REPORT

The Fitness Report is an important factor in organization personnel management. It seeks to provide:

1. The organization selection board with information of value when considering the application of an individual for membership in the career staff; and

2. A periodic record of job performance as an aid to the effective utilization of personnel.

#### INSTRUCTIONS

TO THE FIELD ADMINISTRATIVE OR PERSONNEL OFFICER: Consult current field administrative instructions regarding the initiation and transmittal of this report to head-

TO THE FIELD SUPERVISOR: Read the entire form before attempting to complete any item. As the supervisor who assigna, directs and reviews the work of the individual, you have primary responsibility for evaluating his strengths, weeknesses, and on-the-job effectiveness as

revealed by his day-tu-day activities. If this individual has been under your supervision for less than 30 days, you will collaborate, if practicable, with his previous supervisors to make sure the report is accurate and complete. Primary responsibility rests with the current supervisor. It is assumed that, throughout the period this individual has been under your supervision, you have discharged your supervisory responsibilities by frequent discussions of his work, so that in a general way he knows where he stands. eral way he knows where he stands.

Arolish-

IT IS OPTIONAL WHETHER OR NOT THIS FITNESS REPORT IS SHOWN TO THE PERSON BEING RATED
Kent William M. SECTION I
LEAVE BLANK - EQUIPMENDUARTERS LISE DILLY 1. DATE OF BIRTH 2. SEX 3. SERVICE DESIGNATION
May 9, 1929 M **********************************
4. GRADE 5. EYATION DESIGNATION (CUT
6. DUE DATE OF THIS REPORT 7. PERIOD COVERED BY THIS REPORT (Inclusive dates)
8. DUE DATE OF THIS REPORT 7. PERIOD COVERED BY THIS REPORT (Inclusive dates) 31 December 1955 1 December 1954 - 31 December 1955
SECTION II (To be completed by field supervisor)
1. CURRENT POSITION Z. DATE ASSUMED RESPONSIBILITY FOR POSITION
Operations Office - KUTUBE (Staff Agent) 2 January 1952
S. STATE THE SPECIFIC ASSIGNMENTS OR TASKS WHICH ARE TYPICAL OF THOSE GIVEN TO THE EMPLOYEE DURING THE PAST THREE TO SIX MONTHS (List in order of frequency)
1. Acting Chief of KUCAGE operations since mid October 1955 and, for approximately
three months before that time, personally planned and directed a very active
KUCAGE campaign against the local CP-controlled labor organization.
2. Case Officer trainee on direct contact with one of Station's top local CP
2. Case Officer trainee on direct contact with one of Station's top local of penetrations.
-
3. Liaison with indigenous persons and with CDYCKE officials as needed to carry out his duties.
4. Travel control and surveillance duties as directed.
POSTED C'!  GOVERNMENT
SECTION III (To be completed at headquarters only)
DO NOT COMPLETE - FOR HEADQUARTERS USE ONLY
AUTHENTICATION OF REPORT AND SIGNATURES
1. NAME OF RATER (True) 2. NAME OF REVIEWING OFFICIAL IN FIELD (True)
3. THIS REPORT WAS WAS NOT SHOWN TO THE INDIVIDUAL BEING MATED.
4. DATE REPORT AOTHEN- TICATED AT HOS.  S: NAME AND SIGNATURE OF ADMINISTRATIVE OR PERSONNEL OFFICER AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE FITNESS REPORT AND SIGNATURES  FLIF 15.1956  ACKING
DO WOT COMPLETE - FOR HEADQUARTERS USE ONLY

INDICATE THE APPROXIMATE NUMBER OF MONTHS THE RATED EMPLOYEE HAS BEEN UNDER YOUR SUPERVISION 6 months

OFFICE OF PERSONNE 4. COMMENTS CONCERNING POTENTIAL A combination of youth, experience, drive and a fertile mind, among other att would appear to indicate a bright future for Subject. The fact that he enjoy has the qualifications for both FI and PP type work is another elections. his favor, as is his facility for languages.

MAIL ROOM

#### SECTION H.

#### FUTURE PLANS

TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL Subject has just completed Intelligence Orientation and World Communism course He is currently taking the Anti-Communist Cos course and hores to get training covert political warfers and covert aconomic warfers, prior to reassignment. expected that Subject will be reassigned to the field (in an FI or PP capacity unon completion of the present tour at Meadquarters.

2. NOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE Subject is personable as well as versatile and should be able to adapt to vir any job to which he might be assigned. He would probably be most valuable in WH or WP capacity due to strong language and area knowledge qualifications. I of versatility and drive, he would be a good candidate for assignment as chief small station or base requiring multiple talents.

#### SECTION I.

#### DESCRIPTION OF INDIVIDUAL

DIRECTIONS: This section is provided as an aid to describing the individual as you see him on the job. the words literally. On the page below are a series of statements that apply in some degree to most p the left of each statement is a box under the heading "category." Read each statement and insert in the category number which best tells how much the statement applies to the person covered by this report.

X - HAVE NOT COSERVED THIS: HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLE INDIVIDUAL APPLIES TO THE INDIVIOUS TO THE LEAST POSSIBLE DEGREE

CATEGORY NUMBER

2 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE
3 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE
4 - APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE 5 - APPLIER TO INDIVIDUAL TO AN OUTSTANDING DEGREE

CATEGORY	STATEMENT	CATEGORY	STATEMENT	CATEGORY	STATEMENT
3	1. ASLE TO SEE ANOTHER'S POINT OF VIEW	4	II. HAS HIGH STANDARDS OF ACCOMPLISHMENT	4	21. IS EFFECTIVE IN SIONS WITH ASSO
4	2. CAN MAKE DECISIONS ON HIS DOWN WHEN MEED ARISES	5	12. SHOWS ORIGINALITY	4	22. IMPLEMENTS DECI GARDLESS OF OWN
5	3. RAS INITIATIVE	4	13. ACCEPTS RESPONSIBLES.	3	23. IS THOUGHTFUL O
<u>3</u>	4. IS ANALYTIC IN HIS TRINK- ING	3	14. ADMITS HIS CRACAS	x	24. WORKS WELL UNDE
4	5. STRIVER CONSTANTLY FOR MET KNOWLEDGE AND IDEAS	4	15. RESPONDS WELL TO SUMER- VISION	4	25. DISPLAYS JUDGEME
4	5. KNOWS WHEN TO SEEK ASSISTANCE	4	16. DOES HIS JOB WITHOUT STRONG SUPPORT	<b> </b>	26. IS SECURSTY CONS
3	7. CAN GET ALONG WITH PEOPLE	4	17. COMES UP WITH SOLUTIONS TO PROBLEMS		27. IS VERSATILE
4	8. HAS WEMORY FOR FACTS	4	18. IS OBSERVANT	<u> </u>	28. HIS CRITICISM IS
4	9. GETS THINGS DONE	4	19. THINKS CLEARLY	· · · · · · · · · · · · · · · · · · ·	29. FACILITATES SMOOTION OF HIS OFFI
X	10. CAN COPE WITH EMERGENCIES	4	20 - COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS		30. DOES NOT REQUIRE AND CONTINUOUS S

FITNESS	REPORT	(Part II)	POTENTIAL
T T T T T T T T T T T T T T T T T T T	ALLIA OILA	TE GILLII	TO LIMITION

### INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is a privileged communication to your supervisor, and to appropriate career manage-

rated empl	oyce. It is	s recommended that yo	u read the enti	ire report before con	npleting	any qu	NOT to be shown to the lestion. This report is
							<ol> <li>If less than 90 days, yee, however, it MUST be</li> </ol>
							8 of Section "E" below.
SECTION E	4			ERAL			
1. NAME	(Lost)	(first)	(Middle)	2. DATE OF BIRTH	3. 5	SEX	4. SERVICE DESIGNATION
	KRNT	William	<u> </u>	9 May 1929		<u> </u>	DI
		ANCH OF ASSIGNMENT		6. OFFICIAL POSITIO			
	B/Brench		7 2 252.22	Area Ops Off			- 4 \
		PORT DUE IN DF	1		,		*****
0S-11		inuary 1957		Ly 1956 - 27 Dec			(Specify)
10, TYPE O		INITIAL TO ANNUAL		MENT-SUPERVISOR	"	PECIAL	(Specify)
SECTION F		14 / 22.02.		FICATION			
1. FOR THE	·	CERTIFY THAT THIS REP			F THE IND	IVIDUAL	BEING RATED
A. THIS DA	<del></del>			ATURE OF SUPERVISOR			
10	un: 45	1 20 12	Mole	(E)			;
2. FOR THE	REVIEWING	FFICIAL I HAVE REV	EWED THIS REPO	ORT AN NOTED ANY DIS	FERENCE (	OF OPIN	Officer
A. THIS DA	TE	B. TYPED OR THE	NAME AND SIGN				TLE OF REVIEWING OFFICIAL
160	an 57	OFFICI	ERATE:	~	C/WH	/III	
SECTION/G			ESTIMATE (	OF POTENTIAL			
		E GREATER RESPONSIBIL					
DIRECTIONS	: Consideri	ng others of his grad	e and type of	assignment, rate the	employee	's pot	ential to assume greater us levels in his kind of
work.							
		Y ABOVE THE LEVEL AT ACHED THE HIGHEST LEV					TEO.
5	3 - MAKING	PROGRESS, BUT NEEDS	MORE TIME BEFO	RE HE CAN BE TRAINED			
		FOR TRAINING IN ASSUM Rohably adjust quickl			UT FURTHE	R TRAI	NING
RATING	6 - ALREAD	Y ASSUMING MORE RESPO	NSIBILITIES TH	AN EXPECTED AT HIS P	RESENT LE	VEL	RLY ASSUMPTION OF HIGHER
NUMBER		RESPONSIBILITIES	IS ONE OF THE	PEW WHO SHOULD BE CO	MSIDERED	FUN EN	ALL MOSUMPTION OF HIGHER
2. SUPERVI	SORY POTENT	IAL	er marke suddender men som er er er en en en er en en en en en en en en en en en en en				
DIRECTIONS	: Answer	this question: Usc	this person th	ne ability to be a s	upervisor		Yes No Li your
answer is	YES, indicat	e below your opinion	or guess of th	e level of superviso	ry abilit	y this	person will reach AFTER elow which comes closest
to express	ing your op	inion in the appropri	ste column. If	your rating is base:	d on obse	rving !	him supervise, note your
rating in	the "actual	" column. If based o	n opinion of h	is potential, note t	he rating	in th	e "potential" column.
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	(When Filled In)	
2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES		
b. Rate performance on each specific duty consic. For supervisors, ability to supervise will a who supervise a secretary only).  d. Compare in your mind, when possible, the similar level of responsibility.	dering ONLY effectiveness in performance of this specific of lways be rated as a specific duty do not rate as supervisor individual being rated with other serfocal and the duty of the serfocal and the serfocal	duty.  rs those  uty st a  ifferent
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Provides support and guidance to field on PP matters.	Has and uses knowledge of area and	RATING NUMBER
Coordinates with other Headquarters components on matters relating to PP.	RATING SPECIFIC DUTY NO. 5 NUMBER Davalone and diluments	RATING NUMBER
SPECIFIC DUTY NO. 3	RATING SPECIFIC DUTY NO. 6	
Prepares periodic progress and status reports and originates dispatches to 3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMA	NUMBER 4	RATING NUMBER
knowledge, have made him particularly case officer for the complex and ever usual support functions as a Headquart ideas which have been incorporated int significant shortcomings in subject.	icularly those which affect development on present job. combined with Spanish language facility and a valuable in his present capacity as Headquar expanding PP program in Cuba. In addition to ers case officer, he has originated a number to the Cuban program. The rater has observed He is a little too impulsive at times, though, which is, in turn, probably his greatest as	ters o the of no
SECTION D. SUITABILITY FOR	CURRENT JOB IN ORGANIZATION	
DIRECTIONS: Take into account here everything yespectiment personal characteristics or habits, spectpere him with others doing similar work of about the state of about the second of th	ou know about the individualproductivity, conduct in the individualproductivity, conduct in the individual of the individual of the individual team level.  E. SEPARATED  HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW W.AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO THE I KNOW IN THE ORGANIZATION OF THE REDUILEMENTS OF THE ORGANIZATION OF THE REDUILEMENTS OF THE ORGANIZATION.	n. Com-
IS THIS INDIVIDUAL BETTER SUITED FOR WORK IN SOME CEXPLAIN FULLY: He is however, equally suite	OTHER POSITION IN THE ORGANIZATION? YES NO. 1	F YES.
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FOR THE ADMINISTRAT	IVE OFFICER: Consult cui	rrent instruct	ons for completin	g this repo	ort.	
nate where he atans strengths and weakn under conditions sp- any question. If t	This report is designed your supervisor and send of with you. Completion esses. It is also organized in Regulation 20 his is the initial reportant 30 days after the	n of the report nization policy 0-370. It is	Organization politican help you that you show Pare tecommended that you have be	licy require prepare for int I of this you read the	s that a dis report entire	you inform the subordi- scussion with him of hi
SECTION A.		GEN	ERAL			
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10. TYPE OF REPORT			MENT-SUPERVISOR			(Specify)
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SECTION B.		CERTIF	ICATION		* ************************************	
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16 January 1957	James B. NOI	AMD Jame	- B. Welan	Area	Оря	Officer
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(When Filled In)

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3. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE RATED EMPLOYEE HAS BEEN UNDER TOUR SUPERVISION 12 100 8 32 MIL 3

4. COMMENTS CONCERNING POTENTIAL

SECTION 1.

Based on youth, desire and contribution to date, subject would appear to have a bright future with the organization. His language and area knowledge make him particularly valuable in WE area, although he is also fluent in Italian, knows that o well and as indicated previously has attributes which should make him a valuable istelligence efficer in most any area, whether in FI or PP capacity. It is rater's SECTION H. STATE COLORS OF THE SECTION H. PLANS

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

Subject has undergone considerable training during past year, taking such courses as World Communism, Anti-Communist Ope, Psychological and Mcanemic Warfare, He plans take several additional courses including CE prior to reassignment to field during opmix coming year; hopes to transfer to MM Division eventually.

. NOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENTS

DESCRIPTION OF INDIVIDUAL

We limiting factors. Should adjust well in virtually any area.

	DES	CRIPTION OF INDIVIDUAL		
number which best tells how m	inder the such the s	heading "category." Read el tatement applies to the person	ach statem	tent and insert in the box the
X - HAVE NOT OBSERV INDIVIDUAL  1 - APPLIES TO THE APPLIES TO INDI  3 - APPLIES TO INDI  4 - APPLIES TO INDI  5 - APPLIES TO INDI	INDIVIDUAL TO VIDUAL TO VIDUAL TO	TENCE CAN GIVE NO OPINION AS L TO THE LEAST POSSIBLE DEGRI A LIMITED DEGREE AN AVERAGE DEGREE	TO HOW TH	
STATEMENT	CATEGORY	STATEMENT	CATEGORY	STATEMENT
POINT OF VIEW	4	11- HAS HIGH STANDARDS OF ACCOMPLISHMENT	4	21. IS EFFECTIVE IN DISCUS- SIONS WITH ASSOCIATES
2. CAM MAKE DECISIONS ON HIS OWN WHEN NEED ARISES	5	12. SHOWS ORIGINALITY	3	22. IMPLEMENTS DECISIONS BE- GARDLESS OF OWN FEELINGS
3. HAS INITIATIVE	4	13. ACCEPTS RESPONSIBILE-	3	23. IS THOUGHTFUL OF DTHERS
4. IS ANALYTIC IN HIS THINK- ING	3	14. ADMITS HIS ERRORS	I	24. PORKS WELL UNDER PRESSURE
5. STRIVES CONSTANTLY FOR MEW KNOWLEDGE AND IDEAS	3	15. RESPONDS WELL TO SUPER- VISION	4	25. DISPLAYS JUDGEMENT
6. KNOWS WHEN TO SEER ASSESTANCE	4	16. DOES HIS JOB WITHOUT TROOPS SHORT	3	Z6. IS SECURITY CONSCIOUS
7. CAN GET ALONG WITH PEOPLE	3	17. COMES UP WITH SOLUTIONS TO PROBLEMS	4	27. IS VERSATILE
8. HAS MEMORY FOR FACTS	4	18. IS OBSERVANT	4	28. HIS CRITECISM IS CON- STRUCTIVE
9. GETS THINGS DONE	4	19. THINKS CLEARLY	3	29. FACILITATES SMOOTH GPERA- TION OF HIS OFFICE
to. CAN GOTE WITH EMERGENCIES	5	20. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS		30. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVIA SION
	NS: This section is provided iteratly. On the page be of each statement is a box in the page be of each statement is a box in the page be of each statement is a box in the page of the pa	NS: This section is provided as an aid iterally. On the page below are a of each statement is a box under the number which best tells how much the a x - HAVE NOT OBSERVED THIS: PINDIVIDUAL TO APPLIES TO THE INDIVIDUAL TO 3 - APPLIES TO INDIVIDUAL TO 4 - APPLIES TO INDIVIDUAL TO 5 - APPLIES TO INDIVIDUAL TO 5 - APPLIES TO INDIVIDUAL TO 5 - APPLIES TO INDIVIDUAL TO 6 - APPLIES TO INDIVIDUAL TO 7 - APPLIES TO INDIVIDUAL TO 7 - APPLIES TO INDIVIDUAL TO 8 - APPLIES TO INDIVIDUAL TO 8 - APPLIES TO INDIVIDUAL TO 7 - APPLIES TO INDIVIDUAL TO 8 - APPLIES TO INDIVIDUAL T	DI ERCH ELEMENT IS & DOX UNDER The heading "category." Read el number which best tells how much the statement applies to the persitation which best tells how much the statement applies to the persitation which best tells how much the statement applies to the persitation which best tells how much the statement applies to the persitation which head to the persitation which head tells how much the statement applies to the persitation of the least possible degree in the persitation of th	NS: This section is provided as an aid to describing the individual as you do literally. On the page below are a series of statements that apply in a of each statement is a box under the heading "category." Read each statem number which best tells how much the statement applies to the person covered X - HAVE NOT OBSERVED. THIS: HENCE CAN GIVE NO OPINION AS TO HOW TH INDIVIDUAL 10 APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE 3 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE 3 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE 4 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE 5 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE 5 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE 5 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE 5 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE 6. CATEGORY 5 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE 7 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGRE

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SECTION A				GEI	NERA	L			***			
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Supervising	JMWAVE	PW Sect	ion	RATING		IFIC DUTY					***************************************	
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		SEE .	SECTIO	V "E" ON	DEM	CDCE CE						

#### Section F 3.

I agree with the rating officer that the subject has a great deal of enthusiasm and interest in his job and in many aspects performs his duties in a highly professional manner. I do not, however, for reasons stated below, believe that his over all rating should be higher than 4+.

While it is true that he demonstrates considerable imagination and energy, he is headstrong and develops prejudices that prevent him on occasions from being objective in handling operations. This in my opinion is due to his youth and lack of experience in dealing with a particular situation of the kind with which he is now faced. This is by no means meant to be a reflection on his qualifications or future potential.

I emphatically disagree with the last sentence of Section E for the reasons set out above. He should not be, at the present time, given greater individual responsibility but rather should be subject to close, strong supervision of a senior officer.

### SECRET

When Filled In

SECTION E			
			PERFORMANCE

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions and blemployee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his gatantial sof development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SEOTIONS B, C, and D to provide the best basis for determining future personnel actions.

Subject has a unique flair for planting and conducting political action operations. His previous field experience in dealing with Latin American political action agents and his facility with the Spanish language have made him an unusually strong asset in the conduct of current operations in His personality and background enable him to establish rapport with foreign nationals with remarkable ease. He uses imagination in developing new operations and is aggressive in follow-up procedures. He is well qualified for a Headquarters position which would give him greater individual responsibility.

SECTION F	CERTIFICATION AND COM	aents
1.	BY EMPLOYEE	
	rtify that I have seen Sections A, M. C, I	Dignot E) of this Report.
DATE	SIGNATURE OF EMPLOYEE	III. Kerdy
	William	M. Kent
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO	EMPLOYEE, GIVE EXPLANATION
5 months		
	IF REPORT IS NOT BEING MADE AT THIS TIM	IE, GIVE REASON.
EMPLOYEE UNDER MY SUPER	VISION LESS THAN 80 DAYS	REPORT MADE WITHIN LAST SO DAYS
OTHER (Specify):		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
29 January 1962	Chief, WH/DR & H	Sand atradacton
3. //	BY REVIEWING OFFICIAL	
I WOULD HAVE GIVEN THIS E	MPLOYEE ABOUT THE SAME EVALUATION.	
WOULD HAVE GIVEN THIS E	MPLOYEE A HIGHER EVALUATION.	
	MPLOYEE A LOWER EVALUATION.	
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COMMENTS OF REVIEWING OFFICIA	L	
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B. SERVICE DESIGNATI	ION 6. OFFICIAL POSIT			1-7		*/			BR OF	ASSIG				
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future personnel actions.	Aug I N	12 00 5	744 20 -
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to such jobs.	•		
defining problems	but recommending sound	l sol	ff work includes not only utions as well. This is onl by more experience and
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The undersign during any future		nave	Mr. Kent as a colleague
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SECTION F	CERTIFICATION AND	COMME	NTS
1.	BY EMPLOYE		
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2.	BY SUPERVIS		(100)
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10	of this report.		i
	IF REPORT IS NOT BEING MADE AT T	HIS TIME,	, GIVE REASON.
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DATE	OFFICIAL TITLE OF SUPERVISOR		TYPED OR PRINTED NAME AND SIGNATURE
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3.	BY REVIEWING OF		
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Chief, WH/4

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2 AUG 1961

R. K. DAVIS

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#### SECTION C

SECTION D

#### NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

During the approximately six months of Mr. Kent's association with WH/5, the Branch CA effort was almost exclusively concentrated on a special operation with which Mr. Kent was not directly concerned. His assigned task was to act as Headquarters case officer for those CA projects not directly involved in the special project and for peripheral aspects of some which were. He performed his assigned duties competently and demonstrated that in the graphic aspects of CA work he has few peers.

At the same time, Mr. Kent did not show any large measure of initiative in developing those projects assigned to him, and seemed to treat his assignment as a temporary one (as indeed it turned out to be) to which he was not fully committed and in which he was not overly interested.

Mr. Kent is a pleasant and cooperative officer who doubtless can perform capably in a position with supervisory responsibilities, although his duties with WH/5 gave him no opportunity to demonstrate his competence in this area.

CERTIFICATION AND COMMENTS

7	OTATION AND COMMENTS	
1.	BY EMPLOYEE	_
DATE	ERTIFY THAT I HAVE SEEN SECTIONS A. B. AND C OF THIS REPORT	
2/26/63	SIGNATURE OF EMPLOYEE William M. Kens	
2.	BY SUPERYBOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
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3.	BY REVIEWING OFFICIAL	7
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	Chief, WH/5	ı
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Kent,	William	M.	9 May 29	M	GS-12 I	)
6. OFFICIAL PO		7		ASSIGNMENT	8. CURRENT STATION	<u>,                                    </u>
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II. DATE REPOR	T DUE IN O.P.	1:	REPORTING PER		•	
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	OVERALL	PERFORMANCE I	N CURRENT PO	SITION		<u> </u>
irticular limitatio	everything about the employee ific duties, productivity, condons or talents. Based on your the rating box corresponding to h	knowledge of small	Animas' beilibeul	personal t	raits or habits, and	RATING
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RM 45 OBSOLE	TE PREVIOUS EDITIONS.	SECRET	Escludes Kowi	from automotic		

KENT, William M. (continuation of Section C)

For family medical reasons, Mr. Kent cannot accept a permanent overseas assignment at the present time.

He is not called upon to exercise supervisory functions; therefore, his ability in this regard has not been rated.

	CTI		

## HARRATIVE COMMENTSUL OF PERSONNE

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best applicable.

Monner of performance of managed or provide success must be described, if

Mr. Kent has been under my supervision and has occupied his present position of responsibility for propaganda matters for less than four months, but in that time has demonstrated an unusual ability to provide This directive, timely and useful propaganda guidances for covert field use. He is very sensitive and perceptive to the capabilities and limitations of WHD media operations and exploits their possibilities to the maximum. He has been particularly effective in the exploitation of leads provided by KUTUBE sources as the basis for "black" operations. In this regard he has shown great initiative, imagination and professional ability. Kent regularly makes sound suggestions for increasing the effectiveness and security of WHD media operations, and with more time on the job, and an increased knowledge of specific country operations, he should further improve his ability

This officer is admirably suited for his present assignment; he is creative and an industrious worker, producing quickly and with a minimum of supervision; his guidances are well written and easily understood; and he has sole responsibility for his functional duties as part of a small three-man staff team. He has a friendly disposition and gets along well with his co-workers, although he is a person of strong convictions which he does not hesitate to express.

No further training is recommended at this time. His proficiency in Spanish is excellent and he uses that ability regularly in originating media operations,

SECTION D		(continued on the continued -----------------------------	-------------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------
1.	CERTIFICATION AND CO	(continued on attached)		
	BY EMPLOYER			
DATE	CERTIFY THAT I HAVE SEEN SECTIONS A	AND COE THE DES		
		, AND C OF THIS REPORT		
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UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN			
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DATE	OFFICIAL TITLE			
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#### TRAINING REPORT

Midcareer Executive Development Course No. 4 20 Sept - 30 Oct 1964 (6 weeks, full-time)

WH Office William M. Kent Student

Service Designation: D 1929 Year of Birth:

No. of Students 30 GS-13 Grade

Dec 1951 EOD Date

### COURSE OBJECTIVES - CONTENT AND METHODS

The Midcareer Executive Development Course, a part of the Midcareer Training Program, is designed to enable potential executive officers to develop and widen their understanding of the Agency, of the Government, and of international affairs.

The Course consists of three major segments, each of approximately two weeks duration. The topics covered through lectures, seminars, panel discussions and field trips are:

- 1. The functions, relationships and problems of various Agency components.
- 2. U.S. domestic problems and their effect on Government policy.
- 3. Current developments in key international affairs.

### ACHIEVEMENT RECORD

No evaluation of the student is made during the course, and no final grade is given upon course completion.

FOR THE DIRECTOR OF TRAINING:

Charles D. Ford

Date

Chief, Midcareer & Senior Officers Courses

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SECTION C	NABBATIVE CONTINUE TO	
Mr. Kent has tion and conscier ness report. He reason of experie culture and menta not always tactfuto the role of a discipline.  Were it not overseas assignme now be considered preparatory to a Mr. Kent is makin to the covert act position for the No further t Midcareer Executi Mr. Kent has but he appears to	raining is recommended at thi ve Development Course No. 4 o no supervisory functions in be capable of performing suc nt and his cost consciousness	ree of competence, imaging ies noted in the last fit- for his present job by ty to the Latin American on of strong convictions, credit that he has adapted self-restraint and self- annot accept a permanent edical reasons, he should position at a country desk nder these circumstances, indispensable, contribution is remain in his present les time. He completed the luring the reporting perio his present position,
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3-31-65	C/WH/PO/B	Seymour R. Boiten		

I agree with the rating of Mr. Kent. He has been energetic, imaginative and professional in his work. The only thing that I can add to the assessment is that Mr. Kent speaks excellent Spanish which has been an essential ingredient in his critical abilities in the handling of media operations for Latin America.

DATE		
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31 March 1965	Deputy Chief, WHD	R. W. Herbert
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SECTION A		FITNESS REPORT				EMPLOYEE :	SERIAL N	UMBER
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	(When Filled In)
SECTION C	NARRATIVE COMMENTS

OFFICE OF PERSUNDER.

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B for provide best basis for determining future personnel action. Manner of performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or perform

Mr. Kent is indeed a professional in his fieldall and expert in propaganda operations which require area knowledge, technical know-how, and imagination. In a specialty where it is only too easy to go off the deep end, Mr. Kent has always kept his wits about him and avoided parochialism. He is a lucid writer who focusées on the essential. By nature, Mr. Kent is an impatient man who has certain biases which sometimes get into the way of his operational judgements. He is keenly aware of this and his efforts to remain as "uninvolved" as possible are commendable. In summary, Mr. Kent is a "doer" who in his field contributes much.

Mr. Kent has no supervisery duties to perform. He is highly cost conscious:

SECTION D	CERTIFICATION AND CO	MMENTS
1.	SY EMPLOYEE	
	CERTIFY THAT I HAVE SEEN SECTIONS A,	, AND C OF THIS REPORT
6 December 1965	SIGNATURE OF EMPLOYEE	an M. Kous
2.	BY SUPERVISOR	
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DATE		
6 December 1965	Chief, WH/CA	Gerara Profilet
6 December 1965		

I concur fully in this report. Mr. Kent is rated strong across the board. He definitely ranks on the high side in this category.

OFFICIAL TITLE OF REVIEWING OFFICIAL TOPED OR PRINTED NAME AND SIGNATURE

27 December 1965 WHD/Executive Officer Donald C. Marelius

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	ince of
SPECIFIC DUTIES	
Review, assess, and evaluate the conduct and effectiveness of WH media, youth and student, D&TO, and support projects.	B
Originate, monitor, and coordinate propaganda guidances for use by WH assets.	RATING LETTER
Liaison with the CA Staff and other CA components on propaganda, youth and student, and other operations in the WH area.	RATING
PECIFIC DUTY NO. 4	
Assist WH area Desks to discharge their responsibilities in the	RATING
propaganda/media and youth and student fields.	, 8
PECIFIC DUTY NO. 5	
TELIFIC DOLF NO. 5	RATING
ECIFIC DUTY NO. 8	RATING
PECIFIC DUTY NO. 6	
PECIFIC DUTY NO. 6	RATING
	RATING
OVERALL PERFORMANCE IN CURRENT POSITION	RATING
OVERALL PERFORMANCE IN CURRENT POSITION  Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and articular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, lace the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.	RATING

FORM 45 OBSOLATE PREVIOUS EDITIONS.

SECRET

designation

SECTION C

SECTION D

### NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on fareign language competence, if required for current position. Amplify or explosing the language competence between the provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

Aug 9 3 37 PH '66

MAIL ROOM

There is but little which can be added to the comments made in the fitness report covering the period 1 January to 3 December 1965; Mr. Kent is an excellent officer in his specialty; he holds strong opinions on certain issues, but - over the years - has learned to bend. His projected non-official cover assignment will utilize his talents for deal mg with Latin Americans and for translating ideas and concepts into meaningful action. We wish him well.

CERTIFICATION AND COMMENTS

1.	BY EMPLOYEE	
	CERTIFY THAT I HAVE SEEN SECTIONS A. F	, AND C OF THIS REPORT
DATE 21 July 1966		iam M. Kew
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERYISION	IP THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTERNAME AND SIGNATURE
	Chief, WH/CA	General Droller
3.	BY REVIEWING OFFIC	IAL
comments of reviewing office $I \ c$	oncur with the above evaluati	on. Mr. Kent has proved
to be a ver	rsatile officer and should be	successful in his new
assignmen	t which requires independent	judgment and initiative.
: :* · .*	H:	
A 1 August 1966	WH/Executive Officer	Donald C. Marelius

	: *			EMP	LCYEE	SERIAL	NUMBER
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Operations Officer	DDI	/WH/C	A				
G. CHECK (X) TYPE OF APPOINTMENT			OF REPORT		read	quart	ers
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THE REPORT DOE IN O.P.	12. REP	DRTING PER	IOD (From- 1	o-)			
ECTION B PERFORMANCE	1	January	1966 -	29	July	1966	)
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SPECIF ist up to six of the most important specific duties performed duri anner in which employee performs EACH specific duty. Consider	IC DUTIE	:\$			·		
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MEMORANDUM FOR: Secretary, CS/CS Panel (Section A)

Kent

SUBJECT: Recommendation for Promotion to Grade GS-14, (Staff Agent)

his conversion to Staff in July of this year, has been connected with the Latin American scene since he joined the Agency in 1951. Even before that time he had lived in some Central American countries. Thus, it is not surprising that he brought to his assignments a thorough knowledge of the Social, economic, and political currents throughout the WH Division area.

2. In handling many tasks at various levels of responsibility and different locations, one facet of has always been outstanding: he has an unusual ability to apply his imagination toward realistic and useful operations. To be specific: on occasion of the discovery of a Cuban arms cache in November 1963, of the January 1964 riots in Panama, of the April 1965 revolution in the Dominican Republic, and of many other crises and situations which have developed in the WH area immediately took the initiative within and outside the Division for the initiation and coordination of covert action efforts to support U.S. (and Agency) objectives. In his last assignment prior to assuming his duties under nonofficial cover, his constructive analyses of this Division's covert action activities and conclusions therefrom have made a significant. impact on the formulation of our operational posture. task in his current assignment will be to find and develop channels to Latin American Christian Democratic individuals and groups which will require maturity and judgment, tact and operational know-how, creativeness and flexibility. His current assignment is and some others in the past were at a level of a GS-14 if not higher and thus the promotion of to GSis strongly recommended at this time. to GS-14

> by Jacol W. Estelm Chief,

Western Hemisphere Division

not approved

6 January 1969

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT:

GS-14: Employee Number 059198; DOB: 5 September 1929; Operations Officer; Career; Service

Designation: D

PERIOD UNDER REVIEW:

1 January 1968 - 6 January 1969

MONTHS UNDER MY SUPERVISION:

OVERALL RATING:

Proficient

- 1. During this reporting period Subject has continued to maintain a state of more than satisfactory proficiency and has done a good job of establishing himself under un-official commercial cover. He is always on the alert for new avenues of approach to targets of interest using his cover as access.
- 2. At present he is handling one quite sensitive penetration of an Embassy and to date has managed this case in a highly professional manner.
- 3. Subject is well motivated, takes a serious approach to his work and profits by his mistakes. At times he is inclined to take precipitate action and think later. However, he is most willing to learn and takes constructive criticism of his work in the proper spirit.
- 4. In order to increase Subject's value to the Washington Base, it is recommended, that when time permits, he be enrolled in the CI/CE and the Soviet Realities courses.
- 5. As of the present Subject has no supervisory responsibilities. He has proven to be sensibly cost conscious and submits his accountings promptly.

Rudolph E. Gomez

Chief Washington Base

### SECTION C NARRATIVE COMMENTS (Continued)

Subject devised a first-class cover relationship with the priority (REDTOP) target of this Base. For a period the relationship was close, and in our judgment it was wholly unsuspicious because Subject made it seem so natural. This was a very delicate operation which Subject handled with distinction.

Personal characteristics of this officer which should not be overlooked in this review are loyalty, responsiveness, willingness to accept any direction.

In conclusion I want to emphasize my conviction that this officer's assignments should be limited to the area for which he was trained and in which he feels confident: Latin America.

This officer is reasonably cost-conscious. I have had no opportunity to deserve his capability for supervising other case officers.

#### SECRET

#### NARRATIVE COMMENTS

SECTION C

SECTION D

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to camplete Section C, attach a separate sheet of paper.

This officer to some extent has been a victim of his assignment. His undergraduate training in Latin American affairs was thorough and extensive. His employment with RVROCK for the next 16 years was Latin-oriented. His Spanish language is rated "native". Yet during the period under review he was diverted from Latin-American affairs toward a variety of higher priority targets. This re-orientation was not uniformly successful, and should not be continued, because Subject seems to have no natural interest in foreign nationals (with the apparent exception of Latin Americans) and in most foreign affairs (with the exception of Latin American affairs).

Subject's strongest characteristic is his ability to live and to utilize his commercial cover. He showed great aptitude and commendable imagination in devising new modes of commercial access to foreign nationals residing in Washington. For example his use of his cover was the matrix of several successful recruitments for which other case officers received the ultimate credit, even though the recruitments were based on this officer's discovery of the potential agents and his initial development of them before they were transferred. Conversely, when Subject retained the contacts through the development phase, the contacts languished.

CERTIFICATION AND COMMENTS

(continued on separate sheet)

	BY EMPLOYEE		
11	certify that I have seen sections A, B, I	IND C OF THIS REPORT	
ATE	SIGNATURE OF EMPLOYEE		
20 February 1970	/s/ William Kent		<u> </u>
	BY SUPERVISOR	<b>V</b>	
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3 February 1970	Chief of Base	(S	17m 45a)
	BY REVIEWING OFFICIA	L	
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U-Unsatisfactory  M-Marginal	Performance is unacceptable. A rating is could range from counseling, to further or proposed in Section C.	n this category requires immeditaining, to placing on probati	diate and positive rer ion, to reassignment (	or to sep	xaration. Des	cribe action taken
	Performance is deficient in same aspects, taken or recommended should be describ			ted in S	ection C and	remedial actions
P-Proficient	Performance is satisfactory. Desired resul-	ts are being produced in the m	nanner expected.			
5-Strong	Ferformance is characterized by exception	enal proficiency,				
O-Outstanding	Performance is so exceptional in relation work as to warrant special recognition.	to requirements of the work an	d in comparison to t	he perfo	imance of ot	hers doing similar
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FORM 7-6≇ 45 OBSOLETE PREVIOUS EDITIONS

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	SECRET	
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	SIGNATURE OF EMPLOYEE	
2.		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	BY SUPERVISOR	
5 PATE	Subject is assigned outsi	ide of the Washington area.
31 March 1967	DC/WH/6	Lee E. Patton
	BY REVIEWING OFFIC	
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OFFICIAL TITLE OF REVIEWING OFFICIAL

Chief, WH/6

31 March 1967

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SECTION B			E EVALUATION						
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31 January 1968		William Mr. Ken
MONTHS EMPLOYEE HAS BEEN	BY SUPERVISOR	
UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO B	MPLOYEE, GIVE EXPLANATION
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DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OF PRINTED NAME AND SIGNATURE
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31 January 1968	C/OG/Washington Base	John H. Furfee
3. January 1968 3.	C/OG/Washington Base BY REVIEWING OFFICIAL	John H. Furfey
	BY REVIEWING OFFICIAL	John H. Furfey
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### SECRET

I certify that I have seen the above Fitness Report:

William on Kent

DATE: 3 March 1969

# REVIEWING OFFICIAL'S COMMENTS:

I concur generally in this evaluation. Subject is always on the look-out for new leads. While in general this is commendable, it should be noted that his assessments are not in depth. It would be preferable if he concentrated on a few good prospects, leading to a solid recruitment, rather than enlarging numerically his stable of contacts.

Stanley H. Gaines DC/DO/I

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FORM 45 USE PREVIOUS EDITIONS

SECRET

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6 January 1969

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT:

GS-14; Employee Number 059198; DOB: 5 September 1929; Operations

Officer; Career; Service

Designation: D

PERIOD UNDER REVIEW:

1 January 1968 - 6 January 1969

MONTHS UNDER MY SUPERVISION:

OVERALL RATING:

Proficient

- 1. During this reporting period Subject has continued to maintain a state of more than satisfactory proficiency and has done a good job of establishing himself under unofficial commercial cover. He is always on the alert for new avenues of approach to targets of interest using his cover as access.
- 2. At present he is handling one quite sensitive penetration of an Embassy and to date has managed this case in a highly professional manner.
- 3. Subject is well motivated, takes a serious approach to his work and profits by his mistakes. At times he is inclined to take precipitate action and think later. How-ever, he is most willing to learn and takes constructive criticism of his work in the proper spirit.
- 4. In order to increase Subject's value to the Washington Base, it is recommended, that when time permits, he be enrolled in the CI/CE and the Soviet Realities courses.

5. As of the present Subject has no supervisory responsibilities. He has proven to be sensibly cost conscious and submits his accountings promptly.

Rudolph E. Gomez

Chief Washington Base

Soff File

170)

29 June 1971

MEMORANDUM I	DR:
SUBJECT	: Responsibilities During Assignment to DO/Washington Base (re Fitness Report Jan 69 - Jan.
FROM	: Mr. William M. Kent
with DO Pers  Tirm which wout loud and would allow and would al of the high cover purpos  2. Des Among other	
a. to the [	Handled a recruited assigned in Washington;
b.	Handled a recruited code clerk assigned to one

of the embassies in Washington;

cruitment pitch;



c. Contacted and assessed a high official of the Soviet Embassy, made arrangements to have him met by another Base Case Officer under alias who continued the development which eventually was to lead to a re-

d.	

- e. Made contact with and developed two Arab officials assigned to the Arab Information Office in Washington;
- f. Made contact with and developed officials in the Polish, Czech, Hungarian and other Embassies; was on particularly good terms with the Poles;
- g. Made contact and developed an official of the Pakistani Embassy;
- h. Made contact, developed and turned over to another case officer under alias a who was subsequently recruited and was to be sent to India to work on the Chicom target.
- i. Maintained my cover in a manner which was completely devoid of suspicion during the entire period I used it.
- 3. When the Base moved to its new offices in Washington, the COB gave me my instructions. He told me that I should avoid making or maintaining contacts in the Church and Latin American communities in Washington; that I was not being assigned any geographical area on which to concentrate but would be expected to use my judgment, seek out persons who might be of interest, and take advantage of opportunities which might arise; that I would be given recruited agents to handle as the need arose; that, per the limitation concerning my cover, I was not to engage in actual recruitments, but was to spot, assess, and develop persons of possible interest who would be turned over to other case officers under alias for further development and recruitment.
- 4. On 28 June 1971, I called of CCS who was involved at the time I was given cover. While I did not, purposely, make specific reference to the matter at hand, in response to my query he said that as a matter of

SECTION C - Narrative Comments (continued)

and he is consistent and reliable in his performance. His writing is entirely coherent and always in good form, although occasionally a little too clever and glib for my tastes. He has an excellent understanding of personal and operational security and cover.

A word about versatility: Mr. Kent does indeed have nearnative Spanish and a specific interest in Latin American affairs
as noted in his previous fitness report; however, his general
interests cover a much greater geographic and topical area and
and he has no difficulty in quickly finding some common ground
with persons of all backgrounds and nationalities. Although his
tacts, I have no reservations about his ability to develop,
recruit and handle all types of persons of intelligence interest.
to the Agency in his dealings with other elements of the U.S.

Mr. Kent is an enthusiastic and energetic activist with now proven managerial abilities. His greatest asset is his quick, sharp and imaginative mind: His only shortcoming worthy of mention is a slight tendency towards impulsiveness in making decisions. My relationship with this officer has been such that we discussed operational and personnel matters and his handling of them at with him were not considered necessary. His performance consultations fully up to our expectations of him and consistent with the high branch.

SECTION C - Narrative Comments (continued)

and he is consistent and reliable in his performance. His writing is entirely coherent and always in good form, although occasionally a little too clever and glib for my tastes. He has an excellent understanding of personal and operational security and cover.

A word about versatility: Mr. Kent does indeed have nearnative Spanish and a specific interest in Latin American affairs
as noted in his previous fitness report; however, his general
interests cover a much greater geographic and topical area and
and he has no difficulty in quickly finding some common ground
with persons of all backgrounds and nationalities. Although his
job here in the branch rarely called for direct operational contacts, I have no reservations about his ability to develop,
recruit and handle all types of persons of intelligence interest.
to the Agency in his dealings with other elements of the U.S.

Mr. Kent is an enthusiastic and energetic activist with now proven managerial abilities. His greatest asset is his quick, sharp and imaginative mind: His only shortcoming worthy of mention is a slight tendency towards impulsiveness in making decisions. My relationship with this officer has been such that we discussed operational and personnel matters and his handling of them at least several times a day; thus, special performance consultations with him were not considered necessary. His performance was standards of responsibility and efficiency required in this

#### NARRATIVE COMMENTS

SECTION C

COMMENTS OF REVIEWING OFFICIAL

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

Mr. Kent came to this branch from a non-official cover job which had little in common with the duties of a country desk chief. Moreover, he found himself in the sometimes difficult situation of taking over a position just vacated by the newly appointed deputy branch chief. Despite these, to him, minor obstacles, he called upon his close association with Latin American affairs for many years, his wealth of experience on WH country desks, and his inherent ability to deal successfully with people and situations in asserting leadership and quickly bringing the Peru Desk under his own independent control.

During the year that Mr. Kent served as Peru Desk Chief he domonstrated conclusively that he is equally talented in all fields of clandestine activity. There is little question that Covert Action is what he likes and does the best, as once more evidenced by a written commendation he received for this type of work while part of a special WH task force in September and October 1970; however, it should be equally noted that the FI and CI aspects of his job on the Peru Desk also received full interest and attention during his tenure. He is a good personnel manager and maintained high morale in his unit while working it hard and demanding high standards. He is not at all afraid of responsibility, he meets all deadlines without prompting, (continued)

CERTIFICATION AND COMMENTS SECTION D BY EMPLOYEE I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT SIGNATURE OF EMPLOYEE 8 April 1971 William M Ken BY SUPERVISOR IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 10 1/2 months TYPED OR PRINTED NAME AND SIGNATURE OFFICIAL TITLE OF SUPERVISOR Richard L. Conolly WH/3 Acting Chief April 1971 BY REVIEWING OFFICIAL

I have little to add to this comprehensive narrative with which I fully agree. I, too, have worked very closely with Bill for most of the period under review, which witnessed rather hectic days in the life of the Lima Station: it was comforting to be able to rely on his keen perception of latent trouble, clear analysis of events, and sound and/or imaginative, as the case demanded, proposals for approaching problems. Because he has the potential for career advancement, I would strongly recommend that he be soon transferred back to a "lime" position, again with managerial responsibilities.

8 April 1971 Chief, WH/3 Alfonso Spera

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SECTION B			PERFORMANC	EEV	Januar	y 1970	<u>- 1</u>	December	1970
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articular limitation:	verything about the c duties, productives or talents. Base	employe	so which influences nduct on job, cooper ir knowledge of emp to the statement wh	his effi ativen	ectiveness in l	nis current p personal tr	apple u	r habits, and	RATING LETTER
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SECTION C -Continued-

 $\mbox{\rm Mr.}$  Kent has clearly projected his concern for the efficient use of Agency funds.

In November 1970 Mr. Kent received a commendation for his resourceful contribution to the Chilean Task Force.

Comments of Reviewing Official: (Continued)

Service. In addition, it must be noted that Mr. Kent thinks through every problem as it applies to his work. His thoroughness is of the highest nature. His depth of thought and study devoted to a given subject is rarely found among officers dealing with rapidly moving situations. His is unflappable yet flexible.

#### SECTION C

#### NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to averall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be isommented on, if applicable. If extra space is needed to complete

Mr. Kent has competently directed the covert action activities of Branch 6 since being named Chief of the CA Section for the Branch in December 1970. He was selected for this position because of his aggressiveness in the CA field and especially because of his years of experience and success in the propaganda activity. In closely monitoring the actions of the Allende Government (GOC) Mr. Kent lived up to his reputation and demonstrated his unique ability to recognize propaganda vulnerabilities and to attack them with effective and imaginative propaganda guidance.

During his brief tour in the Branch Mr. Kent developed one economic warfare operation against the GOC which shows indications of partially satisfying the USG objective of discouraging foreign investment in Chile.

Mr. Kent is fluent in the Spanish language and on at least two occasions he has proven himself as a translator for two meetings between senior officials of the USG and Latin American officials.

Mr. Kent has effectively supervised the personnel of the CA Section which, besides himself, consists of two officers and one clerical. In the management of the Branch's covert action programs

SECTION D	CERTIFICATION AND COM	VENTE							
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2.	BY SUPERVISOR								
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3.	DC/WH/6	Basil A. Reardsley							
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In my capacit	ty as Branch Chief during the	period January to April 1971,							
I had ample opportunit	ty to observe the work of Mn	Kent and had the pleasure of							
working directly with	him on a variety of annition	Kent and had the pleasure of							
addition to his highland	inni on a variety of sensitive	and important activities. In							
addition to mis nightly	maginative yet realistic appr	oach to the problem of Chile,							
ne amply demonstrate	d his ability to deal with pers	ons who were out to sell bills							
or goods to the Agency	<ul> <li>His clear understanding of</li> </ul>	the role of the Clandestine							
Service protected the	Agency from disagreeable en	Counters that might have							
resulted in compromis	ses or embarrassments. His	forts in all a distance							
of public relations and	name and and 1	forte is clearly in the field							
or public retations and	propaganda well-adjusted to	the role of the Clandestine							
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U-Unsatisfactory  Ferformance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action or proposed in Section C.									
	orginal .	Performance is deficient in some aspects. The reasons taken or recommended should be described.				d in Section C o	and remedi	al actions	
*****	ficient	Performance is satisfactory. Desired results are being p		in the monner ex	pected.				
S-Strong Performance is characterized by exceptional proficiency.  O-Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing work as to warrant special recognition.									
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with a	ת אוחונים יחויו	he most important specific duties performed dur mployee performs EACH specific duty. Conside exponsibilities MUST be rated on their ability t	M UNI	Y mijostivanos:	in narthron	mem of shoed.	. االم ينفس	cribes the employees	
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particu	lar limitatio	everything about the employee which influence ific duties, productivity, canduct on job, coop ons or talents. Based on your knowledge of er the rating box corresponding to the statement w	erative nolove	ness, pertinent	personal t	raits or habits	s, and	RATING LETTER	
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Reviewed by OP/SPD/PPF

- 2 -

### SECTION C (Continued)

to inhibit foreign investment in Chile. The responses to the first phase of this operation were highly favorable and the initial reactions to the second phase have also been very favorable.

It should be noted that during this period Mr. Kent served for three months as the Acting Deputy Branch Chief, including two weeks when he was the Acting Branch Chief. In both of these positions he performed very capably, showing excellent judgment and managerial abilities in handling Branch-level matters. He showed similar managerial ability in his handling of the two officers and secretary in his Section throughout the rating period. He has consistently shown a high degree of cost consciousness in all phases of his work.

Mr. Kent displayed his talent for dealing with non-Agency personnel at a meeting of publishers from all over the hemisphere held during the latter part of 1971. At this meeting he skillfully handled several key Latin American assets with the result that some of the Agency's objectives for influencing the meeting were achieved under difficult circumstances.

In sum, Mr. Kent made a notable contribution to the Branch's efforts in 1971 and we are looking forward with pleasure to working with him in the coming year.

SECTION D (Continued)

responsible for the extent of the success in accomplishing Agency objectives. Mr. Kent, in my opinion is well qualified to assume a position with greater responsibilities.

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Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective, their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness In the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

During the rating period Mr. Alkent continued to direct in a highly effective manner the large-scale covert action program carried out by the Branch against the Chilean target, including political action operations, propaganda, economic warfare, black operations and a militant action group. Mr. Kent is uniquely qualified for his present job since he combines an active and imaginative mind with a background of twenty years of operational experience in the Latin American area. He also possesses an unusual degree of fluency in the Spanish language.

In addition to directing the Branch's overall covert action program, Mr. Kent personally handled the majority of the propaganda effort conducted by the Branch. He turned in a very strong performance in originating and coordinating propaganda guidances on the Chilean situation for use in the Western Hemisphere as well as other areas such as Europe. He showed a real flair for spotting propaganda vulnerabilities and then coming up with fresh ideas for the exploitation of these vulnerabilities. He particularly excelled in staying on top of fast breaking situations requiring a steady flow of propaganda

Mr. Kent also conceived and executed the second phase of an effective propaganda operation in the economic field which is designed

...continued...

1.	BY EMPLOYEE							
I CERTIFY TH	HAT I HAVE SEEN SECTIONS A, B, AN	D C OF THIS REPORT						
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There is little that I can add to this performance rating and narrative comments. I agree with the rating officer's judgment. Mr. Kent is a self-starter with a very imaginative mind. I have closely observed his work on an effective propaganda operation in the economic field and found it highly successful and effective. His tenure as Acting Deputy Branch Chief left nothing to be desired. I was also personally associated with him at the hemisphere-wide publishers' meeting in late 1971. His professional conduct and good judgment during this meeting undoubtedly was								
DATE	contxnued							
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SECTION C (Continued)

NARRATIVE COMMENTS

William M. Kent

government's economic credibility both in Chile and abroad. These efforts undoubtedly have played a role in Chile's increasing difficulties in obtaining badly needed foreign financial assistance.

In the course of his duties Mr. Kent was called upon to meet and handle several key Chileans concerning matters affecting covert operations in Chile. In one case he made the first Agency contact with an important Chilean business leader who will be taken over shortly by

This individual is a leader of the Chilean private sector which has become of increasing interest

Mr. Kent ably supervisied the activities of the two other officers and secretary in his Section during the rating period. In addition to his regular duties, he has frequently been called upon to fill in for the Branch Chief and/or the Deputy Branch Chief during absences of the latter two officers. In all such cases he displayed sound judgment and a thorough grasp of both the FI and CA operations being conducted

In conclusion, it should be noted that Mr. Kent has turned in an unusually strong across-the-board performance during the highly active period covered by this report. It has been a real pleasure to have worked with an individual of this high competence and dedication.

SECTION C (Continued)

NARRATIVE COMMENTS

William M. Kent

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#### SECTION C NARRATIVE COMMENTS

SECTION D

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

During the past year Mr. Kent continued to direct the CA Section of the Chile Branch in the same highly effective manner noted in the previous fitness report. In this position he was responsible for directing the Headquarters support for WH Division's largest and most active covert action program. This program is generally credited with having achieved a number of successes during the past year in a wide variety of activities against the Chilean target.

Mr. Kent possesses an unusual combination of talent, language capability and experience that makes him one of the top CA officers in the Division. He is particularly effective in conducting propaganda work and his imaginative exploitation of the Chilean situation has been superb. As a result of his efforts, the Branch has been able to conduct a continuous and effective hemisphere-wide propaganda campaign against the Allende government during the past year. In addition, he has brought in key European stations to assist in this program on numerous occasions.

Among the more significant contributions made by Mr. Kent have been his activities in the economic field. He has successfully carried out a number of operations designed to damage the Allende

SECTION D CERTIFICATION AND COMMENTS								
I. BY EMPLOYEE								
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT								
15 Nov. 1972	5 Nov. 1972 SIGNATURE OF EMPLOYEE  When M. Kent							
2. BY SUPERVISOR								
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3. BY REVIEWING OFFICIAL								
I concur with this evaluation. Subject's ability in the propaganda field particularly is exceptional. Blessed with a fertile imagination, he has an uncanny talent for coming up with an appropriate CA remedy to almost any problem. His knowledge and experience in the CA field is wide and deep, making him undoubtedly one of the best officers in this speciality in the Agency. The Branch is indeed fortunate to have his services.								
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M-Marginal  Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.										
P-Proficient	Performance is satisf				in the manner	expected.				
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## Fitness Report - William M. Kent

# Section D - Comments of Reviewing Official (Continued)

ability to act on his own and get things done, he also has a decided capacity for working as a team member.

While the Outstanding rating necessarily must be assigned sparingly, I believe it is merited in this case. Mr. Kent did a really superb job in the tension-filled days leading to the Chilean coup. His performance and intellectual abilities place him among the top 10% of SA officers in the Division and probably in the Agency.

As far as future assignments are concerned, I believe Mr. Kent is best qualified by experience and personal inclination to handle staff jobs calling for a large measure of political and economic astuteness. The new job he is taking over in the economic section of NH Division will test his talents, but I believe he has the growth potential to rise to positions of even greater responsibility.

SECTION C

NARRATIVE COMMENTS

**KENT** 

operational experience. His ingenuity, originality and flare are balanced by sound common sense and enriched by his sense of humor and personal modesty. Mr. Kent was personally responsible for the creation and implementation of two important Division programs - one in the political action field and the other in the propaganda field, which were designed to influence foreign attitudes toward the Allende Government and to dissuade foreign governments from providing economic assistance to Chile. These programs were highly successful, and since the same techniques can be applied in support of the new Chilean military government, the programs are being retained and hopefully will continue to produce results which make an important contribution to the achievement of U.S. policy objectives.

Mr. Kent continued to supervise the SA Section in the same highly effective manner noted in previous efficiency reports. He also continued to meet and handle several key Chileans. including He put in long nours, working eleven or twelve hours a day during crisis periods.

Mr. Kent's transfer to the economic section of WH Division will enable him to make fuller use of his talents in the specialized and important field of economic intelligence, in which he has a particular interest. It is, however, a severe loss to the Branch, which has benefited immeasurably from his imaginative yet level-headed approach to operational problems and challenges. He is much liked as well as respected by Branch 6 personnel and has contributed greatly toward maintaining the high morale and effectiveness of the Branch as a whole.

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CHAPTER BI, FEDERAL PERSONNEL MANUAL

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FORM NO. 560

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Bill, many thanks, and good luck to you in your new career.

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tarcate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, pate, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper. This report covers approximately five and one half months since I submitted the last report on Mr. Kent. Unfortunately, and I do mean unfortunately, it will be the last fitness report written on Mr. Kent because he has elected to retire on 30 June 1978. Although his retirement was just around the corner, Mr. Kent did not slacken his pace. On the contrary, in the last four months the NOC Branch has been besieged with a myriad of statistical reports from DDO management. Had it not been for the legendary meticulousness of Mr. Kent, coupled with his excellent tribal memory, the NOC Branch would have been hard-pressed to come up as promptly and as efficiently with the figures and facts as was the case. Much of it Mr. Kent and his staff had to accomplish while he was acting for me while I was on a 4 week TDY. He definitely excelled at running the branch during these four weeks. In closing I would like to say that CIA is losing one of its finest officers in Mr. Kent. This may not be the proper vehicle for making the following statement, but I would like to state nevertheless and without any equivocation whatsoever, that seldom in my career of 31 years did I receive the kind of support and loyal counsel I received from Mr. Kent during the past 13 months. CERTIFICATION AND COMMENTS BY SUPERVISOR Pitness Report Rating Profile 0003 70 HOUO OFFICIAL TITLE OF SUPERVISOR TYPED OF THE

SECTION D 12 June 1978 Chief, OED/NOC 2. BY EMPLOYEE I HAVE OR HAVE NOT ATTACHED A DATE STATEMENT CONCERNING THE SUPERVISOR'S EVALUATION OF MY PERFORMANCE. 3. BY REVIEWING OFFICIAL COMMENTS OF REVIEWING OFFICIAL There is little to add to the thoughtful and accurate comments of the rating officer. I share his sense of loss over the retirement of Mr. Kent. Mr. Kent performed in an exceptionally able manner throughout the period of time covered by this report. He was always quick and willing to respond and the results of his labors, without exception, were of a very high professional order. As indicated, he was of great assistance to the rating officer and to me as well, during this time. It is indeed unfortunate that the clandestine service is losing the experience and talent of Mr. Kent. lowever, he reached this decision on his own and, after careful consideration, opted for early retirement. Thus, I can only wish him well in his new endeavors and hope that everything works out for him as planned. OFFICIAL TITLE OF REVIEWING OFFICIAL NAME AND SIGNATURE 19 June 1978 Chief, OED 4. BY EMPLOYEE I CERTIFY I HAVE SEEN THE ENTRIES IN ALL SECTIONS
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**SECRET** 

NATURE OF ACTION		10 January 1952
Transfer		EFFECTIVE DATE
	FROM	3 February 1952
TITLE	Admin. Clerk, GS-5	
GRADE AND SALARY	GS-5 \$3410.00 per annum (new)	
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DIVISION		
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	APPROVAL	Maracaibo, Venezuela 3530
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	Reassigment*	30 April 1952
	FROM	11 May 1952 10
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# CONFIDENTIAL

MEMORANDUM FOR: Director of Personnel

FROM

2 8 JUN 1978

Unier, Retirement Arrairs Division
SUBJECT : Recommendation for Involuntary Retirement - Mr. William M. Kent
1. This memorandum submits a recommendation for your approval in paragraph $3. $
2. The employee named above has been proposed by the Career Service concerned for involuntary retirement under the provisions of Headquarters Regulation 20-50j. This employee has been declared excess to the manpower requirements of his Directorate.
Grade: GS.15 Position: Operations Officer Career Service : Operations Office/Division : Office of External Development Date Proposed for Retirement: 30 June 1978 Age at that Date : 49 Years of Creditable Service : 27 Years of Agency Service : 26 Years of Qualifying Service : 5
<ol> <li>The Career Service and the CIA Retirement Board recommended that this proposal be approved.</li> </ol>
¿s/
The recommendation contained in paragraph 3 is approved:
Director of Personnel Bate
Distribution:  0 - Return to ROB  1 - Applicant  1 - OPF  1 - ROB Soft File CONFIDENTIAL  1 - ROB Reader
OP/RAD/ROB cs/3777 (26 June 19 )

83 AUG 1974

Dear Mr. Kent:

As you bring to a close your active career of service with the Central Intelligence Agency, I want to express appreciation for the many contributions you made to our Government and to the Agency.

Your service both domestically and in Latin America was characterized by a high degree of professionalism. The consistently fine performance which you exhibited during your career of over 26 years set an example for your associates.

I note that you received a number of Letters of Commendation and that twice you were swarded a Quality Step Increase in recognition of your sustained superior performance. Your record of accomplishment should be a lasting source of pride and satisfaction to you.

I want to join your many friends and colleagues in wishing you every success and enjoyment in the years ahead.

Yours sincerely,

STANSFIELD TURNER

Mr. William M. Kent 836 Van Buren Street Herndon, Virginia 22070

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MEMORANDUM FOR THE RECORD

SUBJECT: Retirement - Kent, William M. effective 30 June 1978

- 1. The retirement of Subject, effected as a result of a memorandum from the Head of his Career Service stating that he is surplus to the needs of the Service and that his retirement will be recommended under the provisions of the CIA
  Retirement and Disability System pertaining to involuntary
  retirement, in no way implies an adverse action. Subject
  voluntarily opted for involuntary retirement under CIARDS to qualify for an immediate retirement annuity.
- 2. Any inquiry received concerning the nature of the separation of Subject from the Agency should be confirmed simply as a retirement.

Kenneth Corbat Chief Retirement Affairs Division

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HE)  OFFICE D CH (15)  FS 63  DOB  TO SALATY OF BATH  SALATY OF BATH  SALATY OF BATH  L P POLICIANAL  L P POLICIANAL  L P POLICIANAL  SPACE BROWN FOR EXCLUSIVE USE OF THE OFFICE OF BATH  AND STATEMENT OF SALATY OF BATH  COST  ON 100  TO SHORT OF SALATY OF BATH  SPACE BROWN FOR EXCLUSIVE USE OF THE OFFICE OF BATH  STATEMENT OF SALATY OF BATH  ON 100  TO SHORT OF SALATY OF BATH  ON 100  TO STATEMENT OF SALATY OF BATH  ON 100  TO STATEMENT OF SALATY OF BATH  ON 100  TO STATEMENT OF SALATY OF BATH  STATEMENT OF SALATY OF BATH  ON 100  TO STATEMENT OF SALATY OF BATH  ON 100  TO STATEMENT OF SALATY OF BATH  ON 100  TO STATEMENT OF SALATY OF BATH  ON 100  TO STATEMENT OF SALATY OF BATH  ON 100  TO STATEMENT OF SALATY OF BATH  ON 100  TO STATEMENT OF SALATY OF BATH  ON 100  TO STATEMENT OF SALATY OF BATH  ON 100  TO STATEMENT OF SALATY OF BATH  ON 100  TO STATEMENT OF SALATY OF BATH  ON 100  TO STATEMENT OF SALATY OF BATH  ON 100  TO STATEMENT OF SALATY OF BATH  ON 100  TO STATEMENT OF SALATY OF BATH  ON 100  TO STATEMENT OF SALATY OF BATH  ON 100  TO STATEMENT OF SALATY OF BATH  ON 100  TO STATEMENT OF SALATY OF BATH  ON 100  TO STATEMENT OF SALATY OF BATH  ON 100  TO STATEMENT OF SALATY OF BATH  ON 100  TO STATEMENT OF SALATY OF BATH  ON 100  TO STATEMENT OF SALATY  ON 100  TO STATEMENT OF SALATY  ON 100  TO STATEMENT OF SALATY  ON 100  TO STATEMENT OF SALATY  ON 100  TO STATEMENT OF SALATY  ON 100  TO STATEMENT OF SALATY  ON 100  TO STATEMENT OF SALATY  ON 100  TO STATEMENT OF SALATY  ON 100  TO STATEMENT OF SALATY  ON 100  TO STATEMENT OF SALATY  ON 100  TO STATEMENT OF SALATY  ON 100  TO STATEMENT OF SALATY  ON 100  TO STATEMENT OF SAL	DOWNERS OF STREET DESCRIPTION OF STREET STREET DATE SCORE TO CONTROL TO STREET STREET DATE SCORE TO CONTROL TO STREET STREET DATE SCORE TO CONTROL TO STREET STREET DATE SCORE TO CONTROL TO STREET STREET DATE SCORE TO CONTROL TO STREET STREET DATE SCORE TO CONTROL TO STREET STREET DATE STREET DATE SCORE TO CONTROL TO STREET STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREET DATE STREE	FUNDS	CF TO Y	-+		/	1	Personnel)	· (Completed by Office
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Mr. Kent has also served as the field representative for a Latin America Division funding and cover mechanism. Mr. Kent's past service in a nonofficial cover status has well qualified him for his present Headquarters assignment at a time when nonofficial cover is taking on even greater significance in Agency operational planning.

- c. Personal characteristics and qualifications. In fulfilling his various responsibilities, Mr. Kent has demonstrated that he is imaginative, perceptive, energetic, and a person of sound, independent judgment. He is extremely versatile and has a first-rate mind. Invariably, when a crisis situation arose and talent had to be mobilized within the Division, Mr. Kent was one of the first officers whose name came to mind. He writes quickly and with a polished style. During the past year, he was called upon on two occasions to draft papers concerning Agency involvement in Chile which were used by the Director and the Deputy Director for Operations in their presentations before the Senate Select Committee. Mr. Kent speaks and writes fluent Spanish in addition to speaking very good Italian and some French.
- 2. Mr. Kent meets all of the general and specific criteria for promotion within his category. He has a total of 24 years of Agency service, of which 23 years have been involved with operations. He has served overseas tours in and in addition to his domestic assignments in New Orleans, Miami, and Washington, D.C. He has successfully developed and managed new programs in the Covert Action and the Nonofficial Cover fields in which he is presently engaged. Mr. Kent is a man of enormous energy who is eager to take on challenging assignments. He has yet to reach his peak within the Agency. Mr. Kent has demonstrated that he is an effective supervisor, having served as Desk Chief, Acting Branch Chief, and Section Chief.
- 3. Mr. Kent is entering into competition for promotion carrying the strong recommendation of this Division as well as that of CMG/NOC. His rotational tour with the Nonofficial Cover Branch will end in July 1977. Because of family medical reasons, Mr. Kent is presently subject to a medical hold. Upon completion of his tour with CMG/NOC, he will return to the Latin America Division with a projected assignment in a senior staff position.

Richard S. Sampson Chief Latin America Division

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#### SECRET

4 MAR 1979

MEMORANDUM FOR: Chairman, GS-14 Evaluation Board

SUBJECT : Recommendation for Promotion to Grade GS-15, William M. Kent

1. This memorandum recommends the promotion of Mr. William M. Kent from GS-14 to GS-15. Mr. Kent is a 46-year old Operations Specialist who has been in grade since December 1968.

- a. Performance in current grade. During the seven years that Mr. Kent has been in grade, he has served as a case officer assigned to the Washington Base of the Foreign Resources Division and, in the Latin America Division, as Chief of the Peruvian Desk, Chief of Covert Action activities for the Chile Branch, and Deputy Special Assistant in the Economic Intelligence Collection and Operations Staff. Since August 1974, Mr. Kent has been serving on a rotational tour with the Nonofficial Cover Branch of the Career Management Group (CMG/NOC). Mr. Kent has occupied a series of increasingly important positions since his assignment to Headquarters in 1970. During his tenure in the Chile Branch he was personally responsible for developing two important programs -- one in the political action field and the other in the propaganda field -- which were designed to influence foreign attitudes towards the Allende regime in Chile. These programs were highly successful. He received overall Outstanding ratings in his Fitness Reports for the period 1972-73 and for his work with CMG/NOC in 1975. Mr. Kent received a Quality Step Increase in 1974.
- b. Potential. Throughout his Agency career Mr. Kent has demonstrated that he can assume broader and increased responsibilities and perform effectively in challenging situations. His special strengths lie in the Covert Action and Nonofficial Cover fields. He has distinguished himself in his ability to apply imaginative solutions to operational problems involving Covert Action. In particular, he is noted for his work in exploiting the discovery of the Cuban arms cache in Venezuela in 1963, and to support U.S. actions during the January 1964 riots in Panama and the April 1964 revolt in the Dominican Pepublic.

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6. Kent has been in his present grade for the past seven years. He has clearly earned, and I strongly recommend that he be considered for, promotion to GS-15. Chief Nonofficial Cover Branch CONCUR:

Chief, Career Management Group

- 3. The above has been accomplished in addition to Kent's initially assigned responsibilities for close support of the NOC programs of two very active divisions, Latin America and Africa. This task calls for experienced and tactful direct cooperation with the NOC referents and senior operations officers in the divisions concerned. Ordinarily, such area division NOC responsibility would be a full-time job for an officer of this Branch. Kent handles this assignment, as well as his development of the referrals program, with dispatch and poise.
- 4. Kent's recent fitness reports will indicate his outstanding qualities. They include an enormous and enthusiastic capacity for work, a fine and precise writing ability, a genuinely rare imagination and a willingness to move far beyond the daily work requirements to get his job done, or to increase the value of his assigned task. This officer is constantly on the move to devise new and effective means of enhancing the nonofficial cover program. He has proven a patient and sympathetic guidance counsellor for numbers of officers either in the NOC program or those interested in it. It is to his credit primarily that we have created the referrals system which not only coordinates the reassignment of NOC personnel across division lines to appropriate new areas and opportunities, but also serves as a central clearing house for personalities who indicate interest in working for CIA in an non-staff capacity.
- 5. Kent's primary area of operational experience has been Latin America, including years of NOC officer status. A look at his file reveals over a half dozen commendations for unusual service and initiative. Linguistically he speaks native Spanish, very good Italian and some French. He has a supervisory ability far above the average, and has a highly developed diplomatic skill in his pursuit of new operational and staff goals which has stood him well on countless occasions. He is a harmonious and cooperative work colleague. Clearly he is a most unusual operations officer who has mastered staff skills and abilities to the point where he is capable of taking on a wide spectrum of future field or Headquarters assignments.

23 December 1975

MEMORANDUM FOR: Chief, Career Management Group

VIA : Chief, Latin America Division

SUBJECT : Mr. William M. Kent, Recommendation for Promotion

1. Mr. Kent has been on a rotational assignment to the Nonofficial Cover Branch from Latin America Division since August 1974. From the outset, he has displayed a most impressive ability to switch gears from his natural operational initiatives and to focus that initiative into his staff officer role. His rapid absorption of management and personnel principles and problems, with especial emphasis on the non-official cover program of the Directorate, has been remarkable even in an officer with his experience.

2. Specifically, Kent's innovative and imaginative drive has, in a relatively short period of time, enabled the Branch to create a NOC referrals section headed by him, in which he has become a principal DDO coordinator for hundreds of leads involving job applicants which are derived from letters written to the Agency, from our field recruiters, from the CT program, our management skills bank, and other sources. He has created, in his development of this referrals system, a language and job skills record of available applicants who do not fit any specific Agency criterion such as the Career Trainee program. Under his guidance, referrals files are prepared on specific applicants and are forwarded to all DDO components which he knows would be interested in the specific candidate. He handles all replies and indications of interest, and arranges that candidates of interest are cleared, contacted, interviewed, and assessed. Often he handles the contacting, interviewing and assessment himself. In its first full year of operation, his referrals system has assisted in placing impressive candidates in a variety of DDO field assignments.

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PERSONNEL AND TRAINING: Responsible for the screening of personnel for assignment to desk, branch or staff; organized special Headquarters operational programs requiring the selection of personnel, the formulation and execution of training seminars, and direction of field administration; managed personnel matters and devised and instituted new systems and programs for spotting, selecting, recruiting, training and assigning personnel; provided career development guidance and counseling to Agency personnel. On occasion, was called on to lecture to training classes. During off-duty hours, gave classes in Spanish and Italian.

RESEARCH AND ANALYSIS: In all phases of career, have conducted Intelligence, political and economic research and analysis in support of operational activities.

EDUCATION: USAFI, Latin American Institute (New York), Mexico City College (Mexico). Emphasis on international affairs, international trade, journalism, public relations and advertising, languages. Numerous CIA-sponsored courses and seminars on varying aspects of management (MBO, EFO, etc.), economics, security, and other topics related to the intelligence craft.

TRAVEL AND FOREIGN LANGUAGES: Periods of residence and travel in Europe (as a child), Japan, and Latin America. Extensive travel in the United States. Fluent in Spanish and Italian, slight capability in German and French.

#### PERSONAL:

#### Community Service:

- ---Active in Little League, Cub Scouts, Boy Scouts ---Officer and President of PTA
- ---Officer and President of PTA
  ---Fourteen years in Rotary International, variously as member of the Board of Directors, Committee Chairman, Vice President and President
  ---Founder, later President, Vice-president of town-wide citizens association
- --- Served on number of civic and mayoral committees

#### Interests:

gardening, err.

#### Other:

Married, 3 children (ages 22, 23, 24) Age: 48

#### RESUME

William M. Kent 536 Van Buren Street Harrion, Virginia 22030

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SUMMARY OF BACKGROUND: U.S. Army (1946-1948). Department store manager-trainee, El Salvador, Central America (1950-1951). Twenty-six years as an intelligence officer with the Central Intelligence Agency, covering progressively higher-level assignments in Latin America, Washington, D.C. and other domestic locations. Varied experience in both operational and staff assignments in areas of management, personnel recruitment and training, intelligence collection, liaison, propaganda and political action, field investigations.

OPERATIONS: Selected, assessed, recruited and trained operational assets in the field for intelligence collection purposes. Initiated and developed productive liaison and social connections with foreign political, military and business personalities, in almost all cases using foreign languages. Sent on special assignments to conduct onthe-spot field investigations, collected material evidence and corroborated suspicions. Organized, instituted and supervised individual, regional and world-wide propaganda and political action programs in response to high level directives and in consonance with U.S. policy objectives. Much of this work required a thorough knowledge and understanding of the psychology, culture, aspirations and motivation of foreign individuals and peoples in order to influence them, through verbal as well as written means, from one point of view or ideological preference, to another. Essential to the work were imagination, innovation and drive, as well as a complete understanding of a given subject, a knowledge of journalism and other media, and well-developed writing and verbal skills. Assignments required a willingness and ability to assume effectively and convincingly, a variety of roles; have served as a graduate student, an author, an American diplomat serving in an Embassy abroad, as the head of a voluntary organization, as a businessman, etc.

MANAGEMENT: In Washington headquarters and in the field, served in numerous middle level and senior management positions; have had responsibility for a 26-person operational branch; as a desk chief for overseas stations; as the responsible officer for major political action and propaganda operations; as recruiter and manager of human sources of intelligence; as liaison officer to high level exile and indigenous personalities; as a staff section chief, staff deputy chief, and staff acting chief; and as the deputy of a special assistant to a very senior Agency officer. Responsible for evaluating the work of subordinate personnel and for support and assistance to promotion panels. Planned, disbursed and accounted for operational budgets of up to several millions of dollars.

NO SECURITY OBJECTIONS

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RESUME

William M. Kent 836 Van Buren Street Herndon, Virginia Telephone: Home (703) 437-3162 Office -(703) 351-4104

SUNMARY OF BACKGROUND: U.S. Army (1946-1948). Department store manager-trainee, El Salvador (1950-1951). Twenty-six years (1952-1978) of experience as an officer with the Central Intelligence Agency, covering a variety of operational and staff assignments. domestic and foreign, ranging from intelligence collection, to propaganda and political action, to administration, personnel recruitment and training, and career management. Hold active Top Secret clearance.

EDUCATION: USAFI, Latin American Institute (New York), Mexico City College (Mexico). Emphasis on international affairs, international trade, journalism, public relations and advertising, languages. Numerous CIA-sponsored courses and seminars on varying aspects of management, security, economics, EEO, and other topics related to the intelligence craft.

TRAVEL AND FOREIGN LANGUAGES: Periods of residence in Europe,
Panama, Venezuela, El Salvador. Travel to Cuba, Chile, Peru,
Guatemala, Nicaragua, Mexico. Extensive travel in the United State Fluent in Spanish and Italian, slight capability in German and French

#### PERSONAL:

#### Community Service:

- ---Active in Little League, Cub Scouts, Boy Scouts
  ---Officer and President of PTA
- ---Fourteen years in Rotary International, variously as member of the Board of Directors, Committee Chairman, Vice President and President
- ---Founder, later President, Vice-president of town-wide citizens association
- --- Served on number of civic and mayoral committees

#### Interests:

International affairs, writing, fishing and outdoors, gardening, etc.

#### Other:

Married, 3 children (ages 22, 23, 24) Age: 48

> NO SECURITY OBJECTIONS USIGNA

REQUEST FOR PERSONNEL ACTION  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  19 CARRESSENCE OF LANCOWNER by Office of Lancountry (Completed by Office of Lancountry)  19 Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Marti	C. Mo	ey		1.00		ECRET n Filled In	,				
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Mr. Kent has also served as the field representative for a Latin America Division funding and cover mechanism. Mr. Kent's past service in a nonofficial cover status has well qualified him for his present Headquarters assignment at a time when nonofficial cover is taking on even greater significance in Agency operational planning.

- c. Personal characteristics and qualifications. In fulfilling his various responsibilities, Mr. Kent has demonstrated that he is imaginative, perceptive, energetic, and a person of sound, independent judgment. He is extremely versatile and has a first-rate mind. Invariably, when a crisis situation arose and talent had to be mobilized within the Division, Mr. Kent was one of the first officers whose name came to mind. He writes quickly and with a polished style. During the past year, he was called upon on two occasions to draft papers concerning Agency involvement in Chile which were used by the Director and the Deputy Director for Operations in their presentations before the Senate Select Committee. Mr. Kent speaks and writes fluent Spanish in addition to speaking very good Italian and some French.
- 2. Mr. Kent meets all of the general and specific criteria for promotion within his category. He has a total of 24 years of Agency service, of which 23 years have been involved with operations. He has served overseas tours in and in addition to his domestic assignments in New Orleans, Miami, and Washington, D.C. He has successfully developed and managed new programs in the Covert Action and the Nonofficial Cover fields in which he is presently engaged. Mr. Kent is a man of enormous energy who is eager to take on challenging assignments. He has yet to reach his peak within the Agency. Mr. Kent has demonstrated that he is an effective supervisor, having served as Desk Chief, Acting Branch Chief, and Section Chief.
- 3. Mr. Kent is entering into competition for promotion carrying the strong recommendation of this Division as well as that of CMG/NOC. His rotational tour with the Nonofficial Cover Branch will end in July 1977. Because of family medical reasons, Mr. Kent is presently subject to a medical hold. Upon completion of his tour with CMG/NOC, he will return to the Latin America Division with a projected assignment in a senior staff position.

Richard S. Sampson Chief Latin America Division

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MEMORANDUM FOR: Chairman, GS-14 Evaluation Board

SUBJECT: Recommendation for Promotion to Grade GS-15, William M. Kent

1. This memorandum recommends the promotion of Mr. William M. Kent from CS-14 to GS-15. Mr. Kent is a 46-year old Operations Specialist who has been in grade since December 1968.

- a. Performance in current grade. During the seven years that Mr. Kent has been in grade, he has served as a case officer assigned to the Washington Base of the Foreign Resources Division and, in the Latin America Division, as Chief of the Peruvian Desk, Chief of Covert Action activities for the Chile Branch, and Deputy Special Assistant in the Economic Intelligence Collection and Operations Staff. Since August 1974, Mr. Kent has been serving on a rotational tour with the Nonofficial Cover Branch of the Career Management Group (CMG/NOC). Mr. Kent has occupied a series of increasingly important positions since his assignment to Headquarters in 1970. During his tenure in the Chile Branch he was personally responsible for developing two important programs -- one in the political action field and the other in the propaganda field -- which were designed to influence foreign attitudes towards the Allende regime in Chile. These programs were highly successful. He received overall Outstanding ratings in his Fitness Reports for the period 1972-73 and for his work with CMG/NOC in 1975. Mr. Kent received a Quality Step Increase in 1974.
- b. Potential. Throughout his Agency career Mr. Kent has demonstrated that he can assume broader and increased responsibilities and perform effectively in chailenging situations. His special strengths lie in the Covert Action and Nonofficial Cover fields. He has distinguished himself in his ability to apply imaginative solutions to operational problems involving Covert Action. In particular, he is noted for his vork in exploiting the discovery of the Cuban arms cache in Venezuela in 1963, and to support U.S. actions during the January 1964 riots in Panama and the April 1964 revolt in the Dominican Pepublic.

U2, IMPDET CL BY 018952 6. Kent has been in his present grade for the past seven years. He has clearly earned, and I strongly recommend that he be considered for, promotion to GS-15.

Chief Nonofficial Cover Branch

CONCUR:

Chief, Career Management Group

- 3. The above has been accomplished in addition to Kent's initially assigned responsibilities for close support of the NOC programs of two very active divisions, Latin America and Africa. This task calls for experienced and tactful direct cooperation with the NOC referents and senior operations officers in the divisions concerned. Ordinarily, such area division NOC responsibility would be a full-time job for an officer of this Branch. Kent handles this assignment, as well as his development of the referrals program, with dispatch and poise.
- 4. Kent's recent fitness reports will indicate his outstanding qualities. They include an enormous and enthusiastic capacity for work, a fine and precise writing ability, a genuinely rare imagination and a willingness to move far beyond the daily work requirements to get his job done, or to increase the value of his assigned task. This officer is constantly on the move to devise new and effective means of enhancing the nonofficial cover program. He has proven a patient and sympathetic guidance counsellor for numbers of officers either in the NOC program or those interested in it. It is to his credit primarily that we have created the referrals system which not only coordinates the reassignment of NOC personnel across division lines to appropriate new areas and opportunities, but also serves as a central clearing house for personalities who indicate interest in working for CIA in an non-staff capacity.
- 5. Kent's primary area of operational experience has been Latin America, including years of NOC officer status. A look at his file reveals over a half dozen commendations for unusual service and initiative. Linguistically he speaks native Spanish, very good Italian and some French. He has a supervisory ability far above the average, and has a highly developed diplomatic skill in his pursuit of new operational and staff goals which has stood him well on countless occasions. He is a harmonious and cooperative work colleague. Clearly he is a most unusual operations officer who has mastered staff skills and abilities to the point where he is capable of taking on a wide spectrum of future field or Headquarters assignments.

23 December 1975

MEMORANDUM FOR: Chief, Career Management Group

VIA : Chief, Latin America Division

SUBJECT : Mr. William M. Kent, Recommendation for Promotion

1. Mr. Kent has been on a rotational assignment to the Nonofficial Cover Branch from Latin America Division since August 1974. From the outset, he has displayed a most impressive ability to switch gears from his natural operational initiatives and to focus that initiative into his staff officer role. His rapid absorption of management and personnel principles and problems, with especial emphasis on the non-official cover program of the Directorate, has been remarkable even in an officer with his experience.

2. Specifically, Kent's innovative and imaginative drive has, in a relatively short period of time, enabled the Branch to create a NOC referrals section headed by him, in which he has become a principal DDO coordinator for hundreds of leads involving job applicants which are derived from letters written to the Agency, from our field recruiters, from the CT program, our management skills bank, and other sources. He has created, in his development of this referrals system, a language and job skills record of available applicants who do not fit any specific Agency criterion such as the Career Trainee program. Under his guidance, referrals files are prepared on specific applicants and are forwarded to all DDO components which he knows would be interested in the specific candidate. He handles all replies and indications of interest, and arranges that candidates of interest are cleared, contacted, interviewed, and assessed. Often he handles the contacting, interviewing and assessment himself. In its first full year of operation, his referrals system has assisted in placing impressive candidates in a variety of DDO field assignments.

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PERSONNEL AND TRAINING: Responsible for the screening of personnel for assignment to desk, branch or staff; organized special Headquarters operational programs requiring the selection of personnel, the formulation and execution of training seminars, and direction of field administration; managed personnel matters and devised and instituted new systems and programs for spotting, selecting, recruiting, training and assigning personnel; provided career development guidance and counseling to Agency personnel. On occasion, was called on to lecture to training classes. During off-duty hours, gave classes in Spanish and Italian.

RESEARCH AND ANALYSIS: In all phases of career, have conducted Intelligence, political and economic research and analysis in support of operational activities.

EDUCATION: USAFI, Latin American Institute (New York), Mexico City College (Mexico). Emphasis on international affairs, international trade, journalism, public relations and advertising, languages. Numerous CIA-sponsored courses and seminars on varying aspects of management (MBO, EFO, etc.), economics, security, and other topics related to the intelligence craft.

TRAVEL AND FOREIGN LANGUAGES: Periods of residence and travel in Europe (as a child), Japan, and Latin America. Extensive travel in the United States. Fluent in Spanish and Italian, slight capability in German and French.

#### PERSONAL:

### Community Service:

- ---Active in Little League, Cub Scouts, Boy Scouts ---Officer and President of PTA
- ---Officer and President of PTA
  ---Fourteen years in Rotary International, variously as member of the Board of Directors, Committee Chairman, Vice President and President
  ---Founder, later President, Vice-president of town-wide citizens association
- --- Served on number of civic and mayoral committees

### Interests:

gardening, err.

### Other:

Married, 3 children (ages 22, 23, 24) Age: 48

#### RESUME

William M. Kent 335 Van Buren Street Macrian, Virginia 32070

SUMMARY OF BACKGROUND: U.S. Army (1946-1948). Department store manager-trainee, El Salvador, Central America (1950-1951). Twenty-six years as an intelligence officer with the Central Intelligence Agency, covering progressively higher-level assignments in Latin America, Washington, D.C. and other domestic locations. Varied experience in both operational and staff assignments in areas of management, personnel recruitment and training, intelligence collection, liaison, propaganda and political action, field investigations.

OPERATIONS: Selected, assessed, recruited and trained operational assets in the field for intelligence collection purposes. Initiated and developed productive liaison and social connections with foreign political, military and business personalities, in almost all cases using foreign languages. Sent on special assignments to conduct onthe-spot field investigations, collected material evidence and corroborated suspicions. Organized, instituted and supervised individual, regional and world-wide propaganda and political action programs in response to high level directives and in consonance with U.S. policy objectives. Much of this work required a thorough knowledge and understanding of the psychology, culture, aspirations and motivation of foreign individuals and peoples in order to influence them, through verbal as well as written means, from one point of view or ideological preference, to another. Essential to the work were imagination, innovation and drive, as well as a complete understanding of a given subject, a knowledge of journalism and other media, and well-developed writing and verbal skills. Assignments required a willingness and ability to assume effectively and convincingly, a variety of roles; have-served as a graduate student, an author, an American diplomat serving in an Embassy abroad, as the head of a voluntary organization, as a businessman, etc.

MANAGEMENT: In Washington headquarters and in the field, served in numerous middle level and senior management positions; have had responsibility for a 26-person operational branch; as a desk chief for overseas stations; as the responsible officer for major political action and propaganda operations; as recruiter and manager of human sources of intelligence; as liaison officer to high level exile and indigenous personalities; as a staff section chief, staff deputy chief, and staff acting chief; and as the deputy of a special assistant to a very senior Agency officer. Responsible for evaluating the work of subordinate personnel and for support and assistance to promotion panels. Planned, disbursed and accounted for operational budgets of up to several millions of dollars.

NO SECURITY OBJECTIONS

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#### RESUME

William M. Kent 836 Van Buren Street Herndon, Virginia Telephone: Home (703) 437-3162 Office -(703) 351-4104

SUMMARY OF BACKGROUND: U.S. Army (1946-1948). Department store manager-trainee, El Salvador (1950-1951). Twenty-six years (1952-1978) of experience as an officer with the Central Intelligence Agency, covering a variety of operational and staff assignments, domestic and foreign, ranging from intelligence collection, to propaganda and political action, to administration, personnel recruitment and training, and career management. Hold active Top Secret clearance.

EDUCATION: USAFI, Latin American Institute (New York), Mexico City College (Mexico). Emphasis on international affairs, international trade, journalism, public relations and advertising, languages. Numerous CIA-sponsored courses and seminars on varying aspects of management, security, economics, EEO, and other topics related to the intelligence craft.

TRAVEL AND FOREIGN LANGUAGES: Periods of residence in Europe, Panama, Venezuela, El Salvador. Travel to Cuba, Chile, Peru, Guatemala, Nicaragua, Mexico. Extensive travel in the United State: Fluent in Spanish and Italian, slight capability in German and Fren.

#### PERSONAL:

#### Community Service:

- ---Active in Little League, Cub Scouts, Boy Scouts
  ---Officer and President of PTA
  ---Fourteen years in Rotary International, variously
  as member of the Board of Directors, Committee Chairman, Vice President and President ---Founder, later President, Vice-president of town-
- wide citizens association
- ---Served on number of civic and mayoral committees

#### Interests:

International affairs, writing, fishing and outdoors, gardening, etc.

#### Other:

Age: 48 Married, 5 children (ages 22, 23, 24)

> MO SECURITY OBJECTIONS Carriant

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1 - Payro  BA. SIGNATURE OF RE- HENRY L  PACTION 20 EMPLOY LODE CODE  B. HIELEPIPES  MO. DA VA.  S. VEL PREFERENCE  OCT 0—BOME	DERTH  21 OF  MUMERIC  5/40  29. SPECIAL	OLD  SPE  SPE  SPE  SPE  SPE  SPE  SPE  SP	ACE BELOW  22 STATE CODE  1 75 C	ISTATE OF EXCLUSIVE & CODE CODE CODE CODE CODE CODE CODE CODE	24 HOUTED 25 (OD) 22 (OD) 22 (OD) 22 (OD) 23 (OD) 24 (OD) 25 (OD) 25 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (	OFFICE OF PERSON DATE OF BIRTH MO. DA (4) 5 0.9 0.7 CANCELLATION DATE MO. DA. YR.	RONNEL  72. DATE OF GRADE  O DATA  EOD DATA  ALTH INSURANCE	77 DATE OF LS)  R. MO OA.  33 SELURITY 34
1 - Payro  BA. SIGNATURE OF RE  HENRY L  P ACTION 20 EMPLOY  (DDE CODE  B. HIE CRIPRES  MO. OA YR.  S. VEI. PREFERENCE  GC1 D-BOM  1-5 FF  2-10 FF	BERTH  21 GF  PHIMEERIC  29. SPECIAL  REFFRENCE  36. SERV. CO.	OLD  SPE  SPE  SPE  SPE  SPE  SPE  SPE  SP	ACE BELOW  22 STATI CODE  RETIREMENT DATA CODE  37 LONG, COMP.	IS ALL HU  RS  FOR EXCLUSIVE A  100 23. INTEGER  101 31 SEPARATION  DATA (ODE	24 HUUTED 25 (COD) 22 (ORSECTION TYPE ALCORY 39	DEFICE OF PIRES  DATE OF BIRTH  NO. DA.  SACCELLATION DATA  MO. DA. VR.	SONNEL  72. DATE OF GRADE  0 DA. V  EOD DATA	77 DATE OF 151  8. MG OA.  33 SETURITY 34  8EQ 20.
1 - Payro  BA SIGNATURE OF RE  HENRY L  P ACTION 20 EMPLOY  CODE  CODE  B. MIE CRIPRES  MG. DA YA.  S. VET PREFERENCE  OCT D-BOMF  1-5 FF  2-10 FF  D. PRÉVIOUS CIVIL	DERTH  21 OF NUMBER  29 SPECIAL REFERENC  AND. G  IAN GOVERNME	OLD  SPA  FICE CODING  ACPTABLE  30  12 SC 2-OTEM 1-FCA 3-MQME MAP DATE  A. TR.	ACH BELOW  22 STATI (ODE  AFFIREMENT JATA CODE  37 LONG, COMP  MO. DA	I STATE TO LESS FOR EXCLUSIVE & CODE CODE CODE CODE CODE CODE CODE CODE	22 OPECTION  122 OPECTION  122 OPECTION  TYPE  CODE  CODE  FLOREAL TAX OR	OFFICE OF PIRES  DATE OF BIRTH  DATE OF BIRTH  DATE  CARCELLATION DATE  WO. DA. YR.  FEGURE NEAR  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL	SONNEL  76 DITE OF GRADE  40 DATA  EOD DATA  HEALTH INSIGNICE  44 5	17 DATE OF 151   18. MO OA   33 SECURITY REQ 20.   40. SOCIAL SECURITY N
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	DEC	MIECT E	<b>∩</b> ₽ 5	EDCO	NNEL A	TION		DATE PREPARED		
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ACTION 20 SMPLOY COOK	hold	G/WH	17.	STATION	Jan 73	150	E OFFICE OF PERS	OFFINEL  Za. DATE OF GRADE	10 Jan	73
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MEMORANDUM FOR: Mr. William Kent

VIA

: Chief, Western Hemisphere Division

SUBJECT

: Personnel Evaluation Panel Service

- 1. The Chairman of the Nonofficial Cover Board has reported to me on your recent service on the NOC Board Sub-Panel for the FY 1974 Personnel Evaluation of officers at the GS-12 level.
- 2. I take this means to thank you for this important service and to express my hope that it was as valuable an experience for you as it has been for many of your colleagues in the past. The continuing and unstinting contributions being made by persons such as you are helping the Directorate and the Agency not just in improved personnel evaluation but also in markedly enhancing our use of our most valuable asset. asset.

William E. Nelson
Deputy Director for Operations

CONFIDENTIAL

SIMPRET OF 8:0609.47

# CONFIDENTIAL

MEMORANDUM FOR: William M. Kent

SUBJECT : Quality Step Increase

- 1. My congratulations on the award to you of a Quality Step Increase. This award is in recognition of superior sustained performance and reflects great credit on you and the job you have been doing.
- 2. I am confident that your future performance will be of continuing high quality.

With personal best wishes,

William E. Nelson Deputy Director for Operations

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5 December 1975

MEMORANDUM FOR THE RECORD

SUBJECT: Commendation of Mr. William Kent

During the last five months I have turned to Mr. Kent on two occasions to help the Latin America Division in connection with Senate Select Committee's investigation of covert action in Chile. When confronted with a need to produce a paper on Chile in a short timeframe, I instinctively turned to him. It was not only because he had expertise on Chile, due to service in the Chile Branch, but because he is highly skilled in written presentation. He organizes his material well and presents it in a lucid, highly readable manner. On the first occasion, he belped us prepare a paper that was eventually used by the Director in his presentation before the Senate Select Committee on 14-15 July. On the second occasion his contribution was used by the DDO in his appearance before the Senate Select Committee on 28 October. Both of these papers were excellent and have withstoood critical scrutiny.

Aside from Mr. Kent's ability to write I would like to take this occasion to record my overall high esteem for Mr. Kent as a professional and as a person. I have always considered him to be one of our more able and promising officers. His dedication is exemplary; he has spent untold extra bours of his time carrying out his duties. He has good judgment and common sense. Mr. Kent has a very attractive personality and excellent personal presence. From all standpoints he is an excellent officer that deserves to move ahead in the organization. I am convinced he has the ability and potential to do so.

signed Reymond A. Varren

Raymond A. Warren Daputy Chief Latin America Division

cc: <C/CMG/NOC C/LA/PEMS

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MEMORANDUM FOR: Secretary, CSCS Agent Panel

SUBJECT

: Recommendation for Promotion to

Grade GS-14 -

William on Kent un player , a Staff since July 1966, has nvolved in Latin American area activities since coming with

been involved in Latin American area activities since coming with the Agency in 1951. Over the years he has developed an unusually thorough understanding of the political, social and economic realities of the area built on residence there before and after his entrance into the Agency. His fluency in Spanish has complimented this area knowledge and contributed to the superior performance which has characterized his work for this Division over the years.

2. The ability to apply imaginative solutions to operational problems in the CA field has been outstandingly demonstrated by during numerous crises in the area. On the occasion of the discovery of the Cuban arms cache in November 1963, the January 1964 riots in Panama, the April 1965 revolution in the Dominican Republic, and numerous other smaller crises situations, high degree of initiative and professional competence in developing and coordinating covert action efforts in support of Agency objectives. Prior to becoming a Staff s constructive analyses of the Division's covert action activities have made a significant contribution to the development of a more effective operational program. In his present unofficial cover assignment he has continued to demonstrate a typically energetic, imaginative and enthusiastic operational approach. His current assignment is, and others in the past were, at the level of GS-14 and his promotion to GS-14 is strongly recommended by this Division.

Notapported.

Chief Western Hemisphere Division

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1 4 AUG 1997

MEMORANDUM FOR: Chief, Contract Personnel Division

SUBJECT

The Clandestine Services Agent Panel has approved the reassignment of to DO/Washington, D. C. Nonofficial Cover Premium Pay (NCPP) should be terminated the effective date of this reassignment.

Dwight M. Collins Secretary, Agent Panel

William on Kent

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30 January 1970

MEMORANDUM FOR: WHYPERS

THROUGH

CSES/Agent Panel

HH/SS

ATTENTION

William Kent

SUBJECT

Request to Payroll .

as Staff Employee Special

REFERENCE

: Memorandum from C/WH dtd 26 January 1970 entitled

The referent memorandum approved by Chairman, Agent Fanel, requested that the be converted to a staff employee with full access to the headquarters building. Since the will remain under non-official cover, it is requested that WHI Division initiate action to place the building of his payrolling by a devised facility cover entity.

> Williard F. Burke C/CCS/OFB

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12 March 1969

MEMORANDUM FOR: TRB & CSPS

SUBJECT:

Fitness Report -

William m. Kert Employee

Attached hereto is Subject's Annual/Reassignment of Supervisor Fitness Report covering reporting period 1 January 1968 - 6 Jan. 1969.

Virginia C. Lynch
Chief DO Personnel & Training

1 Attachment, A/S

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SECRET (When Filled In)

14. CLASSIFICATION SCHEDULE (GS, LB, etc.) 15. OCCUPATIONAL SERIES 16. OPAGE AND STEP 17. SALARY OR RATE GS (13) 0136.01 12 (2) 9215  16. REMARKS  Proms DDF/WH, Br.4, #0625  16. OPAGE AND STEP OF A CALLET AND OFFICE OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE STEP OF THE	QUEST FOR PERSON	QUEST F	UEST	UEST	EST	FOR	PERS	SONNE	L ACTIO	ON				2		REPARS			
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1 - Summe 1 - Final Robert D  ACTION 20 EMPLOT COOK	Cashin	an C/ SPACE (GDING ALPHANETIC	WH/Pers	EXCLUSIVE U  23. INTEGREE  CODE	ISE OF THE  24 HUGTES 2 CODE  37 CORRECTION	OFFICE OF PERS  5. DATE OF BIRTH  MO. OA. YR.  MO. OA. YR.  CANCELLATION DATA	CE APPROVING O	CSPD Dept	DATE SIGNI DATE OF O DA.	, 6
1 - SUBBER 1 - Final Robert D  ACTION 20 EMPLOT COSE  MET EMPLOTS	Cashin	AN C/ SPACE (ODING ALPHANITIC  10 RETURE 1-05	WH/POFS BELOW FOR 22. STATION CODE	EXCLUSIVE U  23. INTEGREE  CODE  31. SEPARATION DATA CODE	ISE OF THE	OFFICE OF PERS 5. DATE OF BIRTH MO. DA. YR. 155 09 29	CE APPROVING O	CSPD	DATE SIGNI DATE OF DATE OF	, 6
1 - Final 1 - Final Robert D  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE  ACTION 20 EMPLOT (GOP CORE	Cashin	AD C/ SPACE CODING ALPHANETIC  10 RETURE 1-CSC 3-FICE S-NOME	WH/POFS BELOW FOR 22. STATION CODE	EXCLUSIVE U  23. INTEGREE  CODE	24. HUGTPS. 2. (ODE	OFFICE OF PERS 5. BATE OF BIRTH MO. DA. YE. (CANCELLATION GATA MO. DA. YR.	ONNEL  26 DATE OF GR	GSPD GLAT FFICER ADI 27.	DATE SIGNI DATE OF O DA.	1EI VI
1 - STAR 1 - Final Robert D  ACTION 20 EMPLOY (COS)  MITE EXPLESS  ACT OA	Cashin  11. DIFFICE  NUMERIC  129 SECIAL  REFERENCE	AD C/ SPACE CODING ALPHANETIC  10 RETURE 1-CSC 3-FICE S-NOME	WH/Pers BELOW FOR 72. STATION CODE	EXCLUSIVE U  23. INTEGRE CODE  31. SEPARATION DATA CODE	SE OF THE  24. HUGTFS 2 (ODE  37 (ORRECTION TYPE	OFFICE OF PERS 5. BATE OF BIRTH MO. DA. YE. (CANCELLATION GATA MO. DA. YR.	ONNEL  26 DATE OF GR  MO. DAT.  EOD DAT.	CSPD  Alt  FFICER  ADH  27.  31.  31.  31.	DATE SIGNI DATE OF DATE OF DA.	1EI VI
1 - STREET  1 - Final  Robert D  ACTION 20 EMPLOT CORE ON ATTEMPTS  MCO. OA. (*)  S. VET PREFERENCE COUE   O- NOME 1-5 FT 2-10 FT  PREVIOUS 50	Cashin  121. CHICE  NUMERIC  129 SPECIAL  REFERENCE  36 SERV COMP	SPACE CODING ALPHANETIC 10 RETURN 11-CSC 13-SICA 5-SICA 5-SICA 7-R IAO	WH/POTS BELOW FOR  22. STATION CODE  MENT DATA  CODE  DA. VA.  42. LEAVE CAT	EXCLUSIVE U  23. INTEGREE CODE  31. SEPARATION ON A CODE 30. OO 9 38. CARAGER OF MON-TEMP 43.	ISE OF THE  24 HU0TES 2 (QDE  37 CORRECTION  TYPE  KITGORY  FEDERAL TAX	OFFICE OF PERS  DATE OF BIRTH  MO. DA. YR.  155 OF 129  CANCELLATION DATA  MO. DA. VR.  159 FESLIT, HEA.  CODE Q—WINTER  L-155	CE APPROVING O  ONNEL  26 DATE OF GR  MO. DA.  EOD DAT.  ITH INSURANCE  HEALTH INS. CO	CSPD  ALL FFICER  ADI VE  ADI VE  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE  STATE TAL  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  ST	DATE SIGNIFE OF O DA.  SIGURITY REQ. NO.  SOCIAL SIGUE	SA SE
1 - STAR 1 - Final Robert D  Robert D  Robert D  ACTION 20 EMPLOT 100R  MTE EXPLESS  MO OA	Cashin  Cashin  71. DIFFICE  NUMERIC  19 SPECIAL REFERENCE  40 DA.  WHANNER SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 SERVICE 18 S	An C/  SPACE (00)MS  APPARTITIO  10 RETURN 1-CSC 3-CHOC 5-CHOC 72 (40)  04TA 2 76457)	WH/POYS BELOW FOR  22. STATION CODE  CODE  DOG COMP. DATE  DA. YA.	EXCLUSIVE U  23. INTEGREE  CODE  31. SPREATION DATA CODE  38. CARTER C  CARTERY PROVIDENT	ISE OF THE  24 HU0TES 2 (QDE  37 CORRECTION  TYPE  KITGORY  FEDERAL TAX	OFFICE OF PERS  5. DATE OF BIRTH MO. DA. YR.  1. CAMERILATION GATA MO. DA. YR.  139 FEELL, HEA.  1-00E 0-WAIVER 1-055	ONNEL  26 DATE OF GR  MO. DA.  LIN INSURANCE  HEALTH INS. CC	CSPD  ALL FFICER  ADI VE  ADI VE  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE  STATE TAL  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  ST	DATE SIGNIA  DATE OF D DA.  SECURITY REQ. NO.	GET VR
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Classify According To Content. SECRET REQUEST FOR PERSONNEL ACTION 1. Serial No. 2. Name (Last-First-Middle) 3. Date Of Birth 4. Vet. Prof. 5. Sex 6. CS - EOD Yr None-0 Code 5 Pt-1 29 10 Pt-2 1 Da Da KENT, William M. 9 13. Mil. Serv. Credit: LCD 8. CSC Ratmt. 9. CSC Or Other Legal Authority 10. Apmt. Affidav. 11. FEGL! 12. SCD LCD Yes . 1 Code No · 2 1 Yes- | Code Da Do Yes - 1 No - 2 PREVIOUS ASSIGNMENT 15. Location Of Official Station 14. Organizational Designations Code Station Code DDP/WH Branch III Cuba Section Washington, D.C. 16. Dept. Field 17. Position Title
Dept Code 18. Position No. 19. Serv. 20. Occup. Series 0136.01 Area Ops Officer 322 21. Grade & Step 22. Salary Or Rate 23. SD 24. Date Of Grade 25. PSI Due 26. Appropriation Number 11-2 8-3500-20 DI **ACTION** 27. Nature Of Action Code 28. Eff. Date 29. Type Of Employee Code 30. Separation Data REASSIGNMENT Da REGULAR 01 05 Transfer from V to UV 6129158 PRESENT ASSIGNMENT 32. Location Of Official Station Station Code 31. Organizational Designations Code DDP/WH Branch I 77003 4650 33. Dept. Field 34. Position Title 36. Serv. 37. Occup. Series 35. Position No. Code 0136.51 📿 BF-537-IL I.O. (FI) Fran - X 38. Grade & Step 41. Date Of Grade | 42: PSI Due 39. Salary Or Rate 40. SD 43. Appropriation Number Do Mo Da Yr Mo 07 01 5606 188 159 SOURCE OF REQUEST 8-3588-55-066 A. Requested By (Name And Visia) C. Request Approved By (Signature And Title) P.C. BOWERS WH/Personnel Officer 650 B. For Additional Information Call (Name & Telephone Ext.) 8212 CLEARANCES Clearance Signature Clearance Signature Date

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## NOTIFICATION OF PERSONNEL ACTION

Mr. William M. Kent 5-9-29 PSA 6 Section 522.1 PL 72h 79th as amended 7/23/58 Limited Appointment

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